AGREEMENT

Between

THE PULLMAN COMPANY

and

PORTERS, ATTENDANTS, MAIDS AND BUS BOYS IN THE SERVICE OF THE PULLMAN COMPANY

IN THE UNITED STATES OF AMERICA AND CANADA

Represented by the

BROTHERHOOD OF SLEEPING CAR PORTERS

REVISED, EFFECTIVE JUNE 1, 1941

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PREAMBLE

AGREEMENT

Between The Pullman Company and the Porters, Attendants, Maids and Bus Boys in its service in the United States of America and in Canada, represented by the Brotherhood of Sleeping Car Porters.

It is hereby agreed between The Pullman Company and the Porters, Attendants, Maids and Bus Boys in its service, represented by the Brotherhood of Sleeping Car Porters, that the following rules shall govern the rates of pay and working conditions of all employes of The Pullman Company in their performance of service as porters, attendants, maids and bus boys, and their rights as such.

SCOPE

RULE 1. Scope. This agreement shall apply to all employes of The Pullman Company classified as

(a) Porters (including porters-in-charge when so designated);

(b) Attendants (employes assigned to buffet, club, broiler, restaurant and recreation cars who in addition to other duties are held accountable for commissary supplies and equipment on such cars);

(c) Maids; and

(d) Bus Boys;

in their performance of service in connection with Pullman sleeping, parlor, buffet, and club cars, and in composite cars which are equipped to provide two or more of such services.

Q-1. What is a bus boy?

A-1. A bus boy is an employe assigned to work on buffet, club, broiler, restaurant and recreation cars under the supervision of the attendant-in-charge, and is to perform such duties as he may be directed to by the attendant-in-charge.

RATES OF PAY

RULE 2. Rates of Pay. The following rates of pay shall be applicable to all employes covered by this agreement:

(a) **Monthly rates for porter and attendant service—**

Class of Service	Minimum	Over 2 to 5 Years	Over 5 to 15 Years	Over 15 Years
Standard Cars...	$ 89.50	$ 93.00	$ 97.00	$100.50
Tourist Cars....	96.00	99.50	103.50	107.00
Private, Buffet, Club and "Composite" Cars..	102.00	105.50	110.00	114.00
Swing.....	98.00	102.50	106.00	110.00
Deadhead Porters.....	89.50	93.00	97.00	100.50
Attendants...	102.00	105.50	110.00	114.00

(b) **Monthly rates for maid service—**

All Cars....$ 87.00 $ 90.50 $ 94.00 $ 97.50

(c) **Monthly rates for bus boy service—**

Flat rate of $86.40

(d) **Rates of pay for "in-charge" service—**

An employe equipped for and assigned to "in-charge" service consisting of one (1) car shall be paid at the rate of twenty dollars twenty-five cents ($20.25) per month in addition to his established rate of pay, except that the differential for "in-charge" service on private cars shall be at the rate of twenty-six dollars seventy-five cents ($26.75) per month.

An employe assigned to run "in-charge" of two (2) or more cars shall be paid the conductor's minimum rate for time actually in such service.

(e) **Rates of pay for training student porters—**

An employe assigned to train student porters in road service shall be paid at the

rate of twenty-six dollars seventy-five cents ($26.75) per month in addition to his established rate of pay for the actual days the student porter is paid while under his supervision.

(f) **Rates of pay for "kitchen work"—**

An attendant confined to work in the "kitchen" of a private, restaurant or composite car shall be paid at the rate of twenty dollars twenty-five cents ($20.25) per month in addition to his established rate of pay.

(g) **Daily and hourly rates of pay—**

The daily rate of pay of an employe shall be determined by dividing his monthly rate by the number of days there are in the current month; his hourly rate, by dividing his monthly rate by two hundred forty (240).

(h) **Applying progressive rates of pay—**

When a leave of absence is granted for a period of more than thirty (30) days, the time in excess of thirty (30) days shall be deducted in the application of progressive rates of pay. Likewise, when an employe is furloughed for a period of more than ninety (90) days, the time in excess of ninety (90) days shall be deducted. Separate periods of leave or furlough shall not be cumulative when service intervenes. An extension of a leave shall be considered as a continuous period.

(i) **Overtime rates of pay—**

Time credited in excess of two hundred forty (240) hours, within a calendar month, shall be paid for as overtime at pro-rata hourly rates up to and including two hundred fifty (250) hours. Time in excess of two hundred fifty (250) hours shall be paid for at the rate of time and one-half.

BASIC MONTH

RULE 3. Basic Month. Two hundred forty (240) hours' work, credited to a calendar month as hereinafter provided, shall constitute a basic month's service.

Where a regular assignment is less than two hundred forty (240) hours' work per month, deduction shall not be made from the respective established monthly wage in consequence thereof.

RULE 4. Sleep Periods. (a) Where the requirements of the service will permit employes shall be released from duty for sleep for three (3) hours on overnight runs of twelve (12) hours or less elapsed time, and four (4) hours each night on runs of over twelve (12) hours elapsed time. Sleep periods shall be granted between the hours of 9:30 p.m. and 6:30 a.m., and for regular assignments shall be designated in the operating schedules. During each sleep period the employe shall be provided with a suitable place for sleeping, such as the couch in the men's room, an upper berth or a berth in a dormitory car.

(b) **Exceptions:**

(1) Deductions of time released for sleep in an overnight trip shall not be made to an extent which will reduce credited hours to less than eight (8) for the trip.

Q-1. What is meant by an overnight trip?

A-1. Any operation, the elapsed time of which is less than fourteen (14) hours, where the departure and arrival time embrace the hours from 12 midnight to 6:00 a.m.

(2) It is understood the requirements of the service may not always permit granting sleep periods to the extent provided in this rule, and where the scheduled period of sleep is not obtainable, the deductible

hours shall be reduced by the difference between the scheduled sleep period and the time actually released for sleep. Any loss of scheduled sleep shall be verified and explained by the Pullman conductor, or employe in charge.

No deduction shall apply to any release for sleep of less than two (2) consecutive hours.

(3) Extended Special Tours. A maximum of eight (8) hours may be deducted for each 24-hour period of extended special tour service, and proportionate time for less than a 24-hour period, provided the employe is released for sleep, which may be granted in one or two night or day periods. Periods of sleep shall be verified by the Pullman conductor, or employe in charge. Deduction shall be made for the time released up to the maxima established.

Q-1. What is an extended special tour?

A-1. A special service movement of 72 hours or more, elapsed time, from time required to go on duty at point cars are placed in service to the time cars are released from the special service movement.

BASIS OF CREDITING DAYS AND HOURS

RULE 5. Crediting Days in Road Service. In regular assignments, employes working full time shall be credited for each round trip the number of days there are employes in the assignment, as covered by operating schedule.

Q-1. How shall the minimum number of employes to be placed in a regular assignment be determined?

A-1. By dividing the number of hours constituting a round trip by 8. Decimal fractions of .50 or more shall be regarded as one-half.

When the days credited for the last trip in a month extend into the succeeding month, they shall be prorated by allowing one day's credit for each calendar day remaining in the month (including day of departure if reporting time on such day is before noon) in which the trip was started and crediting the balance of the days to the succeeding month.

Example: A porter in a Chicago-Los Angeles assignment requiring 12 men and carrying hourage credit of 95 hours (49′ 30″ westbound and 45′ 30″ eastbound) in making a "lap-over" trip on the following schedule—

Report	Chicago	8:00 p.m. June 27
Released	Los Angeles	7:30 a.m. June 30
Report	Los Angeles	8:00 p.m. July 1
Released	Chicago	7:30 a.m. July 4

should be credited with 3 days in June and 9 days in July.

An employe (regular or extra) working part time in regular assignment, or on extra-in-line cars operated on the same train, or section thereof, between the same terminals as the regular line car, shall be credited for a round trip the number of days there are employes in the regular assignment, as covered by operating schedule; a complete one-way trip in such service shall carry a credit of one-half of the round trip assignment.

Q-1. How shall an employe making less than a complete one-way trip in a regular assignment be credited?

A-1. On the hourly basis, under the rule for crediting hours in road service.

Time in excess of an average of eight (8) hours a day for the actual days credited in a part-time regular assignment shall be credited on the hourly basis, but such excess may be absorbed during the same month by the undertime hours in a similar assignment.

Example: During the month a porter makes one round trip in each of two regular assignments. One exceeds an average of 8 hours a day for the days credited and the other is an undertime run. The first trip has a credit of 4 days on the day-service basis and an alternative credit of 35 hours; the second trip has a credit of 5 days on the day-service basis and an alternative credit of 38 hours.

A porter making these two trips accumulates 9 days' credit on the day-service basis and an alternative credit of 73 hours. This employe should be credited on the day-service basis for 9 days and would have a balance of 1 hour credited on the hourly basis because 2 hours of the excess time on the first trip would be absorbed by the 2 hours undertime on the second trip.

RULE 6. Crediting Hours in Road Service. In all classes of road service, except deadheading, the time of each trip shall be credited from the time required to go on duty until released from duty, less deductions, if any. In regular assignments, time credited in excess of the normal operating schedule due to delayed arrival of trains, up to two hundred forty (240) hours within a calendar month, shall constitute a part of the regular assignment.

In regular assignments, where the days credited for the last trip in the month extend into the succeeding month, the service hours in the trip shall be prorated by allowing eight (8) hours' credit for each day credited in the month in which the trip was started and crediting the balance of the hours to the succeeding month.

Example: A porter in a Chicago-Los Angeles assignment requiring 12 men and carrying hourage credit of 95 hours (49′ 30″ westbound and 45′ 30″ eastbound) in making a "lap-over" trip on the following schedule—

Report	Chicago	8:00 p.m. June 27
Released	Los Angeles	7:30 a.m. June 30
Report	Los Angeles	8:00 p.m. July 1
Released	Chicago	7:30 a.m. July 4

should be credited, under the rule for crediting days in road service, with 3 days in June and 9 days in July; and on the basis of the above rule should receive alternative credit of 24 hours in June and the balance of 71 hours in July.

RULE 7. Deadhead Service. Employes deadheading, either on passes or cars, on Company business (except in connection with witness service) shall receive credit of twelve (12) hours for each 24-hour period, and actual time up to twelve (12) hours for less than a 24-hour period, time to be computed from time required to go on duty until arrival at destination, with a minimum credit of eight (8) hours where overnight trips are involved.

Q-1. Shall two or more succeeding trips deadheading on passes or equipment be coupled together and treated as a continuous trip?

A-1. Yes, provided no "held for service" time intervenes.

Example:

Leave	Miami	10:30 p.m. 1st day
Arrive	Jacksonville	6:30 a.m. 2nd day
Leave	Jacksonville	11:30 a.m. 2nd day
Arrive	Washington	8:30 a.m. 3rd day

The elapsed time on continuous trip basis is 34 hours. As no "held for service" time intervenes at Jacksonville, an employe

making these two deadhead trips should be credited with 22 hours, instead of 8 hours for the first trip and 12 hours for the second trip.

RULE 8. Station Duty. An employe called for and used on station duty shall be credited with the actual time on duty, with a minimum credit of four (4) hours if no other service follows continuously. Employes shall be offered station duty work in the order of their position on the extra board, but shall not lose their position on the extra board whether they perform station duty or not.

Q-1. What is station duty?

A-1. Station duty is any work performed by an employe at terminals where Pullman offices are located, other than that required of an employe assigned to road service, but it may include assisting such employe in preparatory work, including receiving.

Q-2. Is an employe entitled to credit for station duty at an away-from-home station?

A-2. Yes, if called upon to perform such service during layover or during time that is not credited as "held for service."

Q-3. An employe performs 2 hours station duty and then immediately goes into road service. What credit for station duty shall he receive?

A-3. 2 hours.

Q-4. Is time spent attending safety and service meetings or making statements relative to investigations to be credited as station duty, or otherwise?

A-4. No.

RULE 9. Witness Service. An employe required by the management to appear as witness in court proceedings shall receive credit of eight (8) hours for each 24-hour period and actual time up to eight (8) hours for less than a 24-hour period, while in such service, and allowed legitimate and reasonable expenses actually incurred.

RULE 10. Held for Service. An employe held at point away from his home station beyond the layover established for his immediately preceding trip, as provided in Rule 23, shall be allowed "held for service" credit of eight (8) hours for each 24-hour period from expiration of layover and actual time up to eight (8) hours for less than a 24-hour period.

Employes held for service at home station by direction of the management shall be credited with eight (8) hours for each 24-hour period and actual time up to eight (8) hours for less than a 24-hour period. Regularly assigned employes so held shall be allowed total credits (including actual service) of not less than the credits they would have earned on their regular assignment.

Q-1. Shall an employe held **out of** service pending an investigation be credited under this rule for time lost?

A-1. No, but see Rule 56.

RULE 11. Called and Not Used. An employe called and reporting for service, and not used, shall be credited with a minimum of three (3) hours, but shall not lose his turn on the extra board.

RULE 12. Release of Less Than One Hour Between Trips. Time between trips shall be computed as continuous in all cases where the interval from time of release until again resuming duty does not exceed one hour.

Q-1. An employe performs deadhead service immediately prior to or following special service movement, where the interval between movements does not exceed one hour. Shall layover be determined on the basis of the combined credits for the deadhead and special service movements?

A-1. Yes.

BASIS OF PAYMENTS

RULE 13. Payment for Days Credited. An employe completing a regular monthly assignment, properly credited, shall be paid his established monthly wage for such time, except where payment therefor on the hourly basis will produce a greater amount.

Q-1. Why are the words "properly credited" used in this rule?

A-1. To emphasize that the crediting of time for employes on regular assignments must take into consideration rules providing for the following conditions:

(a) The deduction of time for sleep periods;

(b) The prorating of time when the last trip in the month extends into the following month;

(c) The inclusion of time credited in excess of the normal operating schedule due to delayed arrival of trains; and

(d) The crediting of time for trips made on layover or relief days

in addition to monthly assignments.

Q-2. An employe completes a round trip in regular assignment in June carrying 12 days' credit and has 4 days' layover credit extending into July. He then lays off or leaves the service. How shall this employe be paid for this trip?

A-2. He shall be paid 8/30ths of his monthly wage for June and 4/31sts of his monthly wage for July.

An employe working part of a month in service credited on the day-service basis shall be paid his current daily rate for such time, except where payment therefor on the hourly basis will produce a greater amount.

RULE 14. Payment for Hours Credited. An employe shall be paid at his established hourly rate for all time credited on the hourly basis within the limits of the basic month, not paid for otherwise.

Q-1. How could time be "otherwise" paid for?

A-1. At the monthly or daily rate, where time credited on the day-service basis did not average more than 8 hours per day for the days paid for.

RULE 15. Payment for Overtime Credits. An employe shall be paid at his established overtime hourly rate for all hours credited within a calendar month in excess of the basic month.

Example: A porter makes one round trip in a regular assignment requiring 12 men and carrying alternative credit of 93 service hours, and in addition performs irregular service during the same calendar month carrying

170 credit hours. He should be paid for 12 days at his daily rate, for 157 hours at straight time hourly rate and for 13 hours at the rate of time and one-half. (93 hours + 170 hours = 263 hours).

RULE 16. Additional Pay When Used on Layover or Relief Days. Service performed by a regular employe on specified layover or relief days shall be paid for as follows:

(1) An employe who doubles out in his own or another regular assignment 24 hours prior to the expiration of his layover shall be paid for the trip thus started the number of days there are employes in the assignment, as covered by operating schedule, and, as an offset for the one day's layover lost because of doubling, the employe shall be allowed either one additional day's layover upon completion of the double trip, or paid for one additional day.

(2) An employe who doubles out in regular assignment less than 24 hours prior to the expiration of his layover shall be paid for the trip thus started the number of days there are employes in the assignment, and such held-for-service time as may accrue in restoring him to his regular assignment.

(3) An employe who performs a round trip regular assignment within a layover or relief period shall be paid additionally for such assignment the number of days there are employes in the assignment.

(4) An employe who doubles out in irregular service before the expiration of his layover shall be paid additionally for the actual hours credited during the double period, and such held-for-service time as may accrue in restoring him to his regular assignment.

RULE 17. Avoidance of Duplicate Payments. When service is paid for on day-service basis it shall not again be paid for, except that punitive time shall be paid for at the rate of time and one-half.

RULE 18. "In-Charge" Service. An employe in regular assignment equipped for and operating "in-charge" of one car shall be paid at his "in-charge" rate whether operating "in-charge" for the whole trip or only a portion thereof, or whether in one direction only or in both.

An employe in special service equipped for and operating "in-charge" a portion of a trip shall be paid his "in-charge" rate for the calendar days, any portion of which he is actually "in-charge."

RULE 19. Instruction Period. An employe, when hired, shall be placed under instruction for a reasonable period, and shall be paid for such instruction period at his daily rate of pay.

RULE 20. Cleaning Interior of Cars. Employes required to perform interior cleaning of cars at layover points, as specified in operating schedules or otherwise authorized, shall be paid at the rate of forty (40) cents per cleaning.

RULE 21. Pay Periods. Employes shall be paid not less frequently than semi-monthly.

LAYOVERS AND RELIEFS

RULE 22. Layovers in Regular Assignments. Specific layovers at each terminal shall be designated in operating schedules for regular assignments.

The at-home-station layover period of an extra employe filling a regular assignment shall expire with the expiration of the time paid for the services performed.

Q-1. An employe makes a single round trip in a run which affords a periodic relief. What layover should apply?

A-1. The layover as shown in the operating schedule, plus pro-rata proportion of the relief day.

RULE 23. Layovers Applicable to Incompleted Regular and to Irregular Service. A layover of two (2) hours for each hour of credited service, less time enroute not credited, if any, with a maximum layover of thirty-six (36) hours at an away-from-home station, shall apply to the following classes of service:

Regular service where round trip assignment is not completed.

Extra-in-line service.

Special service.

Extended special tour. (For the purpose only of applying Rule 46, a maximum layover of 7 days shall apply at home station.)

Similarly, a layover of two (2) hours for each hour of credited service, less time enroute not credited, if any, with a maximum layover of twenty-four (24) hours at an away-from-home station, shall apply to the following classes of service:

Deadheading on car.

Deadheading on pass at direction of management (except in connection with witness service).

(See following examples)

Class of Service	Reported			Released			Elapsed Time		Time Enroute Not Credited		Net Service		Actual Layover		Layover 2-for-1 Basis		Time held in Excess of 2-for-1 Layover		"Held" Time Credited	
	Station	Date	Hour	Station	Date	Hour	H	M	H	M	H	M	H	M	H	M	H	M	H	M
EXAMPLE NO. 1																				
X Line 19	Chicago	1	10.00a	LosAng.	3	2.00p	54	00	10	00	44	00			36	00				
Held	LosAng.	3	2.00p	LosAng.	6	6.30p							76	30			40	30	16	00
DH	LosAng.	6	6.30p	Chicago	9	7.50a	59	20	24	00	35	20	46	40	46	40	0	00	0	00
							113	20	34	00	79	20							16	00

Net service time credited.....79:20
Net "Held" time credited.....16:00
TOTAL time credited.....95:20

EXAMPLE NO. 2																				
DH on car	Chicago	11	7.00p	NewYork	13	7.30a	35	30	12	00	23	30	9	00	24	00	0	00	0	00
X Line 1620	NewYork	13	4.30p	Albany	13	9.50p	5	20	0	00	5	20			10	40				
Held	[illegible]	13	9.50p	Albany	16	10.00p							[illegible]				40	30	17	30

X Line 1620	New York	13	4.30p	Albany	13	9.50p	5	20	0	00	5	20					10	40							
Held	Albany	13	9.50p	Albany	16	10.00a							12	10					49	30	17	30			
DH on car	Albany	16	10.00a	Wh.River	17	12.30a	14	30	2	30	12	00	12	35	21	30	0	00	0	00					
Special	Wh.River	17	1.05p	Detroit	18	9.00a	19	55	4	30	15	25	6	30	26	20	0	00	0	00					
X Line 1112	Detroit	18	3.30p	Boston	19	10.50a	19	20	4	30	14	50			25	10									
Held	Boston	19	10.50a	Boston	21	1.30p							50	40			25	30	9	30					
X Line 1101	Boston	21	1.30p	Chicago	22	1.00p	24	30	5	00	19	30	34	00	34	00	0	00	0	00					
							119	05	28	30	90	35							27	00					

Net service time credited.....90:35
Net "Held" time credited.....27:00
TOTAL time credited.....117:35

EXAMPLE NO. 3

X Line 1570	Buffalo	21	7.05p	New York	22	8.30a	13	25	4	00	9	25	11	30	14	50	0	00	0	00					
X Line 1527	New York	22	8.00p	Roch.	23	9.00a	13	00	4	00	9	00	11	00	14	00	0	00	0	00					
Special	Roch.	23	8.00p	Cleve.	24	8.30a	12	30	4	00	8	30			13	00									
Held	Cleve.	24	8.30a	Cleve.	25	7.00a							22	30			9	30	8	00					
DH on car	Cleve.	25	7.00a	Galion	25	10.10a	3	10	0	00	3	10			6	20									
Held	Galion	25	10.10a	Galion	25	7.00p							8	50			2	30	2	30					
Special	Galion	25	7.00p	Roch.	26	9.00a	14	00	4	00	10	00	2	00	16	00	0	00	0	00					
DH on car	Roch.	26	11.00a	Buffalo	26	12.45p	1	45	0	00	1	45	3	30	3	30	0	00	0	00					
							57	50	16	00	41	50							10	30					

Net service time credited.....41:50
Net "Held" time credited.....10:30
TOTAL time credited.....52:20

RULE 24. Days Off Duty. Not less than ninety-six (96) hours off duty each month in 24-consecutive-hour periods, or multiples thereof, shall be allowed at designated home terminal.

RULE 25. Periodic Relief in Overnight Runs. Employes operated exclusively in overnight runs, where the elapsed time is fourteen (14) hours or less in each direction, shall be given a 24-hour relief period (in addition to established layover) after not more than two (2) consecutive round trips, except that where such a schedule with 2½ men produces time in excess of an average of eight (8) hours per day a relief shall be furnished after each round trip.

Equivalent relief shall be granted to employes in overnight sleeping car lines operated only six (6) days per week, with the understanding that the day on which the line is not operated shall be considered a relief day.

Likewise, employes operating in one-night round trip assignments shall be given a 24-hour relief period after not more than four (4) round trips.

RULE 26. Prorating Relief. When an employe operating in an assignment carrying periodic relief fails to complete the cycle, he shall be paid for pro-rata proportion of the scheduled relief.

> **Example:** In an assignment requiring 2½ porters, where relief of 1 day is granted after 2 round trips, porter (regular or extra) making 1 round trip shall be allowed 2½ days' pay.

SENIORITY RIGHTS AND ROSTERS

RULE 27. Basic Seniority Date. Seniority begins the day the employe's pay starts in the seniority district and in the class to which assigned. Where the pay of two or more employes starts upon the same day the employing officer shall designate the order in which the names of such employes shall appear on the seniority roster.

The seniority of an employe shall be confined to the district in which regularly employed.

RULE 28. Seniority Rosters. Separate seniority rosters of each class, showing name and seniority date of employes, numbered in chronological order, in the respective districts, shall be revised and posted as of January 1st each year in a place accessible to those affected.

The following rosters shall be established:

(a) Porters (including porters-in-charge)
(b) Attendants
(c) Maids
(d) Bus Boys.

A copy of each seniority roster shall be furnished the Chairman of the Local Grievance Committee in the respective districts at the time posted.

An employe shall have sixty (60) days from date his name first appears on the roster to protest his seniority date or relative position on the roster, except, where an employe is absent on leave or because of sickness at the time the roster is posted, this time limit shall apply from the date such employe returns to duty. If no such protest is taken within the sixty (60) day period, future appeals shall not be recognized, unless the employe's seniority date or relative standing on the roster is changed from that first correctly posted.

RULE 29. Districts Consolidated. When districts are consolidated the employes affected shall be allowed full seniority on the consolidated roster. Assignments in existence shall not be bulletined as new runs at the time of consolidation.

RULE 30. Districts Divided. When a district is divided and the roster is separated, the employes involved shall have the choice on the basis of seniority, of remaining in the old district or of transferring to the new district at the time of separation. All transfers under this rule shall be made with seniority rights unimpaired.

RULE 31. Districts Discontinued. When a district is discontinued and runs are transferred, employes assigned to such runs, or an equivalent number, and a proportionate number of the extra employes, may transfer with the runs to the new point of operation, but such runs shall not be bulletined as new runs at the time of transfer. Employes so transferred shall be allowed full seniority in the district to which transferred and their names shall be added to the seniority roster of that district in accordance with their full seniority rights.

Employes not so transferred shall, upon application, be privileged to transfer elsewhere under the provisions of Rule 32.

RULE 32. Permanent Transfer to Another District. When employes permanently transfer from one district to another (except as provided in Rules 29, 30, 31, 33 and 34) or from one classification to another, their seniority in the district or class to which transferred shall begin with the date of permanent transfer and they shall lose all seniority in the district or in the class from which transferred. Employes shall not be compelled to accept a permanent transfer to another district or class. The names of employes permanently transferred shall be posted for thirty (30) days immediately after transfer in the district from which transferred.

RULE 33. Runs Transferred to Another District. When a run is transferred from one district to another in the same city through change in ownership of roads over which it operates, terminal facilities or otherwise, the employes assigned to such run, or an equivalent number, may transfer with it, but such run shall not be bulletined as a new run at the time of transfer. Employes so transferred shall be allowed full seniority in the district to which transferred and their names shall be added to the seniority roster of that district in accordance with their full seniority rights.

RULE 34. New Service Acquired by Company. When sleeping or parlor car service is acquired by The Pullman Company the employes taken over

with such service shall retain their seniority rights in the lines acquired. When such service is consolidated with an existing district the employes received by transfer shall begin to accumulate seniority rights in the district to which transferred as of the date taken over by The Pullman Company; employes carried in the district at the time of transfer shall begin to accumulate seniority rights over the service acquired as of the date of transfer.

RULE 35. Temporary Transfers. When employes are transferred to other districts to work on seasonal runs or other temporary assignments, they shall retain their seniority in the district from which transferred, shall rank as junior to all employes in the district to which transferred and shall not accumulate seniority in such district.

RULE 36. Employes Promoted to Supervisory Positions. Employes promoted to supervisory positions with The Pullman Company shall retain their seniority rights unimpaired, shall continue to accumulate seniority during the time solely employed in such supervisory positions and shall have displacement rights as provided in Rule 44 when returning to road service. This rule shall not be retroactive, but employes heretofore promoted and now filling such positions shall accumulate seniority from October 1, 1937.

RULE 37. Employes Serving in Organization Positions. Employes elected or appointed to official positions in the organization shall retain their seniority rights unimpaired, shall continue to accumulate seniority during the time solely employed in such official positions and shall have displacements rights as provided in Rule 44 when returning to road service.

RULE 38. Continuity of Seniority. No deductions shall be made from the seniority of employes coming within the scope of this agreement for time spent on authorized leaves of absence, furloughs or sickness.

ASSIGNMENTS OF RUNS

RULE 39. Operating Schedules. Schedules of regular lines shall be prescribed by the management and posted in places accessible to those affected or concerned.

RULE 40. Assignment of Runs to Districts. In the establishment of new service, consideration will be given to the seniority of extra employes in the districts involved in determining which district shall furnish the employes. The facilities of the district and the number of extra employes carried being sufficient, the run shall be given to the district where the extra employes have the greater seniority.

Q-1. What is new service?

A-1. Any additional service.

Q-2. How shall "greater seniority" be determined?

A-2. It shall be the average seniority of the number of extra employes required for the service, starting with the senior extra employe.

ASSIGNMENT TO RUNS

RULE 41. Bulletining of Runs. New runs and permanent vacancies, also seasonal runs and temporary vacancies known to be of more than sixty (60) days' duration, shall be promptly bulletined for a period of ten (10) days in the district where they occur. Employes desiring to bid for such runs shall file their applications with the designated official within the prescribed period, and assignment shall be made within five (5) days thereafter.

An employe absent in service during the period a run is bulletined and awarded shall be privileged to displace a junior employe assigned during his absence, fitness and ability being sufficient.

When no bids are filed for bulletined assignments, such assignments shall be filled by assigning the junior extra employes having sufficient fitness and ability therefor, with the proviso that a senior extra employe shall have the right to displace into the line.

The name of each employe assigned shall be immediately posted where the run or vacancy was bulletined.

RULE 42. Re-bulletining Changed Runs. A change in terminal, alteration of total home layover in excess of ten per cent (10%) or change from or to an "in-charge" operation, shall consitute a new run and shall be bulletined as provided in Rule 41.

Where runs are changed for any cause, the senior employes in the assignment, up to the number required for the new operation shall continue in the run until awards are made under the new assignment.

RULE 43. Temporary Discontinuance of an Assignment. Where a regular assignment has been temporarily discontinued due to "acts of God," such as storms, hurricanes, earthquakes, floods, etc., the employes affected, when at their home stations, shall not be considered as "held for service," but shall be privileged to operate on the extra board when no extra men are available.

Where a regular assignment has been temporarily discontinued due to causes other than "acts of God," an employe affected, when at his home station, shall be placed at the top of the extra list and shall be subject to any assignment that will make him available for his next regular trip, if possible, or otherwise within a reasonable time. He shall not receive less credit than what he would have earned on his regular run because of the temporary discontinuance of his regular assignment.

RULE 44. Rights of Displaced Employes. An employe who loses his run through no fault of his own may apply for and shall have the right, in

accordance with the provisions of Rule 45, to occupy any assignment in his district where his seniority is greater than that of the junior employe on such assignment, who shall be the one displaced, except where there is a choice of layover days, as for example in an assignment requiring three and one-half (3½) employes, he shall be privileged to displace any employe junior to him. The right to apply for another assignment must be exercised within twenty (20) days from the date of displacement, except that in cases of absence because of illness, or leaves of absence, the twenty (20) days shall date from the date on which the employe returns to work.

RULE 45. Seniority, Fitness and Ability. Assignments to regular service, by bulletin or displacement, shall be made on the basis of seniority, fitness and ability; fitness and ability being sufficient, seniority shall govern.

Employes shall not be paid for time lost in the exercise of seniority.

In the event the senior applicant is not assigned and waives his right to appeal he may, within five (5) days from date of non-assignment, request the district representative of the Company to suggest a course of training or preparation designed to correct his shortcomings. Such suggestion shall be made, and if within thirty (30) days thereafter, the employe is able to qualify without expense to the Company he shall be placed in the assignment for which he made application.

> **Exception:** Where the expense for maid service is borne by a railroad company or companies, maids may be, in order to meet the wishes of the roads, assigned without regard to seniority.

EXTRA EMPLOYES

RULE 46. Operation of Extra Employes Out of Home Station. Extra employes, when available, except as provided herein, shall be used "first in,

first out" after expiration of layover, as provided in Rule 22 following completion of a round trip in a regular run, and as provided in Rule 23 following all other types of service, in which latter event the layover shall be that accruing to the last or home-bound trip.

When there is service requiring two or more employes at the same hour and employes eligible under this rule have layovers expiring simultaneously, the senior employe shall have his choice. Likewise, when there is requirement for one employe and there are two or more employes eligible under this rule whose layovers expire at the same hour, the senior employe shall be given the assignment.

An employe excused from an assignment under this rule shall immediately revert to the foot of the extra list, which shall be the position immediately following the name of the employe having the longest layover at the time.

Station duty, "called and not used," and witness service of less than eight (8) hours, shall not be considered an assignment under this rule.

This rule shall not operate to prohibit the use of an employe out of an away-from-home station, preferably in service toward his home station.

An employe relieved from service because of illness, injury, or a leave of absence, when again reporting for duty shall have his name entered at the foot of the extra list. Likewise, an employe received on temporary transfer or one recalled from furlough shall have his name entered at the foot of the extra list.

An employe who has served a suspension shall, upon completion of such time, have his name entered on the extra list in the position he would occupy had such time been treated as layover. (An employe suspended shall be given definite advice of the date and hour the suspension expires).

Exceptions to "first in, first out" provision:

(1) Use of employes while serving their six months' probationary period.

Note: It is understood that under this exception the management will use such extra employes with a view to giving them the greatest variety of experience.

(2) Use of employes with less than two years' service in filling "in-charge" assignments.

Note: When no two-year employes are available on the extra list, regular line employes may be used.

(3) Use of employes, irrespective of seniority or assignment, in filling private car or unusual special service requirements.

Q-1. What is a private car?

A-1. A car so designated in the Company's descriptive list of cars.

Q-2. What constitutes an unusual special service requirement?

A-2. A car provided for an individual or individuals of prominence, such as a Governor of a State, or a President of a Railroad.

(4) Use of a regularly assigned employe while held out of line for "witness" service.

RULE 47. Regulating Number of Extra Employes. Extra boards shall be so maintained

as to afford each employe carried thereon, as nearly as possible, minimum earnings of approximately two-thirds of basic month's pay.

Employes who lay off of their own accord and those who are dropped from or added to the extra board during the month shall be given their pro-rata proportion of the work during the period they are subject to call.

This rule shall not be construed as a guarantee.

REDUCING AND INCREASING FORCES

RULE 48. Reducing and Increasing Forces. In reducing forces, seniority shall prevail in determining those to be retained in the service. When forces are increased, those furloughed shall be returned to service in the order of their seniority, provided they have filed their names and addresses with the district representative of the Company. Failure to report for duty within seven (7) days after written notice shall have been mailed or telegraphed to the last recorded address shall automatically terminate employment relation with the Company, unless a satisfactory explanation is given.

GRIEVANCES

RULE 49. Discipline and Hearings. The right of the management to discipline, suspend or discharge an employe for incompetency or other just and sufficient reason, and the right of an employe disciplined, suspended or discharged, or who considers he has been otherwise unjustly treated, to have a fair and impartial hearing, are both recognized.

Q-1. What is a grievance?

A-1. A grievance is a dispute arising from the application of discipline or alleged unjust treatment, personal in character and not covered (except as to procedure in handling) by rules of the agreement.

RULE 50. Hearings. An employe shall not be disciplined, suspended or discharged without a hearing. He may, however, be held out of service pending investigation. An employe shall be notified in writing of the time and place of hearing and the specific charge against him.

An employe who considers he has been unjustly treated and who desires a hearing shall make written request containing his specific charge within thirty (30) days from the date of the cause of complaint.

Hearings shall be held within ten (10) days from receipt of request for hearing or after notice shall have been mailed to an employe at his last recorded address, as the case may be, and decision shall be rendered in writing within fifteen (15) days after the hearing is completed.

RULE 51. Witnesses, Testimony and Records. At the hearing the employe aggrieved may remain throughout the proceedings, and with the designated representatives of the interested parties shall have the following privileges:

(a) To produce witnesses and question all witnesses giving testimony in the case.

(b) To have a written transcript made of the questions and answers, if requested by either side, which shall be jointly attested.

(c) To make statements off the record upon request.

RULE 52. Date of Suspension. If an employe is suspended, the suspension shall date from the time he is taken out of service.

If an employe shall have been held out of service pending investigation for a longer period than is represented by the discipline administered, he shall be compensated for the wage loss, if any, suffered by him for the time in excess of the disciplinary period. Such compensation shall be the amount of wages he would have earned, less compensation received in other employment.

RULE 53. Appeals. If the grievance of an employe who has served his period of probationary employment is not satisfactorily adjusted by the district representative, the person aggrieved shall have the right, within twenty (20) days from the date decision is rendered, to appeal to the Assistant to Vice President in Chicago or to such other operating officer as may be designated from time to time by the Executive Vice President. Conference shall be held within ten (10) days after appeal is received, and decision shall be rendered within ten (10) days after the conference is completed. Any further appeal in accordance with provisions of the Railway Labor Act shall be taken within thirty (30) days from date decision is rendered.

RULE 54. Remanding Grievances. When new evidence or testimony, not available at the last hearing, is introduced at the time a grievance is being considered in conference on appeal, either party may elect to have the case remanded for rehearing and decision under Rule 50. If not then satisfactorily adjusted, it shall be returned to the remanding official. No case shall be remanded more than three times.

RULE 55. Application and Decision in Writing. Applications for appeals and all decisions thereon shall be in writing.

RULE 56. Record Cleared of Charges. If final decision exonerates the employe of the charge preferred against him, his record shall be cleared of such charge, and if held out of service or dismissed he shall be reinstated and compensated for the wage loss, if any, suffered by him. Such compensation shall be the amount of wages he would have earned, less compensation received in other employment.

CLAIMS

RULE 57. Application and Interpretation of Agreement. Claims involving the application and interpretation of rules of the agreement shall be

handled as promptly as possible. When such claims are presented in writing to the district representative of the Company by the local representative of the organization, the latter shall submit a statement of facts in the case and refer to the rule or decision on which the organization bases its claim. If the claim is not allowed by the district representative, he shall furnish the local representative of the organization with a written statement of facts and reasons why claim is not allowed. If conference is desired by the local representative of the organization, it shall be granted without unnecessary delay.

If the claim is not adjusted by the district representative and the local representative of the organization, they shall prepare and exchange separate statements setting forth their respective versions of the facts for the information of an International Vice-President of the organization or such other official as the organization may from time to time designate and the Assistant to Vice President in Chicago or to such other operating officer as may be designated from time to time by the Executive Vice President. No argument shall be used in the statement of facts. Any further appeal may be taken in accordance with provisions of the Railway Labor Act.

Claims shall be outlawed unless instituted within two (2) years from date of alleged infraction of rules.

Q-1. What is a claim?

A-1. A claim is a dispute involving the application or interpretation of rules of the agreement.

REPRESENTATION

RULE 58. Representation. The Brotherhood of Sleeping Car Porters, referred to in this agreement as the "organization," shall represent all employes covered by this agreement in the making of agreements concerning rates of pay, rules and working conditions, and interpretations thereof, generally

applicable to said employes, for so long as such representation is maintained in accordance with the provisions of the Railway Labor Act, and shall have the right to initiate claims alleging violation of agreement rules.

An individual employe, in handling a grievance involving himself or handling his own personal claim, shall have the right to and must designate his representative at the hearing or at the first conference, as the case may be, and advise whether he will be represented in person, by counsel (any other person or persons), or by the organization, and he shall notify the management and his representative in writing of any change in representation.

All personal claims involving the application or interpretation of rules of this agreement, handled by an individual employe without representation by the organization, shall be adjusted in accordance with the rules of the agreement and interpretations agreed upon between the organization and the management, and the advice of settlement made shall be in written form and a carbon copy thereof shall be furnished to the district representative of the organization.

In hearings and conferences (excepting agreement negotiations), the conferees shall not exceed four (4) in number on each side.

MISCELLANEOUS RULES

RULE 59. Time and Place for Reporting. Operating schedules for regularly assigned employes and assignment slips for other employes shall prescribe the time and place required to report for duty.

In event a dispute arises over the amount of time alloted for the preparation of or putting away of cars at terminals, a joint investigation shall be conducted to review the work required and, if necessary, a test made to determine the proper time allowance.

RULE 60. Failure to Report. An employe unable to report for duty for any cause shall notify

his supervisor, in advance if possible, otherwise as soon as conditions permit, preferably in writing.

RULE 61. Absence Without Permission. An employe absent from work without permission for a period in excess of seven (7) days shall be considered out of the service, unless a satisfactory explanation is given.

RULE 62. Notification of Disallowed Time. When time claimed on time sheet by an employe is not allowed, he shall be promptly notified and, on request upon his district representative, shall be given reasons why such time was not allowed.

RULE 63. Leaves of Absence. Employes on request will be granted reasonable leaves of absence when they can be spared without interference to the service, but not to exceed ninety (90) days. An employe who fails to report for duty at expiration of his leave of absence shall be considered out of the service unless such failure is the result of unavoidable delay, under which condition the leave shall be extended to include the delayed time. Employes on leave of absence accepting other employment without the management's written permission shall be considered out of the service. This rule shall not take precedence over Rule 37.

RULE 64. Committeemen. Employes acting as committeemen representing employes governed by the provisions of this agreement will, upon request, be granted necessary time off and shall retain their seniority rights unimpaired during the time so occupied. They shall be furnished available sleeping accommodations designated by the management when required to travel on committee work.

RULE 65. Period of Probationary Employment. Six (6) months from date last employed (exclusive of time on furlough or time absent for any cause) shall be considered sufficient time to determine the competency of an employe. Within the probationary period the service of an employe may be terminated for any cause. He shall have

the right to a hearing in accordance with the provisions of Rule 50, but shall not be privileged to appeal therefrom.

RULE 66. No Shut-Down Nor Suspension of Work. While questions in dispute are pending, there shall be neither a shut-down by The Pullman Company nor a suspension of work by the employes.

RULE 67. Duration of Agreement. This agreement, when signed by the duly authorized representative of The Pullman Company and of the employes, shall become effective June 1, 1941, and shall supersede all agreements governing rates of pay, rules and working conditions heretofore made for the employes involved herein. It shall continue in force until changed in accordance with the provisions of the Railway Labor Act.

Signed at Chicago, Illinois, this 18th day of April, 1941.

For The Pullman Company:

CHAMP CARRY,
Executive Vice President

For the Employes:

A. PHILIP RANDOLPH,
International President
Brotherhood of Sleeping Car Porters

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For The Pullman Company:

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A. PHILIP RANDOLPH,
International President
Brotherhood of Sleeping Car Porters

AGREEMENT

Between

BROTHERHOOD OF SLEEPING CAR PORTERS

And

THE BALTIMORE AND OHIO RAILROAD COMPANY

Covering

RATES, RULES AND WORKING CONDITIONS TRAIN PORTERS

Effective April 1, 1944

AGREEMENT
Between
BROTHERHOOD OF SLEEPING CAR PORTERS
And
THE BALTIMORE AND OHIO RAILROAD COMPANY
Covering
RATES, RULES AND WORKING CONDITIONS
TRAIN PORTERS

RULE 1
SCOPE

The following rules will govern the rates of pay and working conditions of train porters of the Baltimore and Ohio Railroad Company (hereinafter referred to as the "Company") and the Brotherhood of Sleeping Car Porters (hereinafter referred to as the "Brotherhood").

RULE 2
RATES OF PAY

Employes mentioned in Rule 1 will be paid as follows:

Class	Per Hour	Per Month
Train Porters	57¢	$136.80

RULE 3
HOURS OF SERVICE

(a) Two hundred and forty (240) hours or less in regular assignment shall constitute a basic month's work. Deadhead hourage properly authorized to be counted as service hourage.

(b) Overtime on the actual minute basis for all time on duty each month in excess of two hundred and forty (240) hours shall be paid for at the rate of fifty-seven

(57) cents per hour; (less than 2 hours release from duty at any one point to be considered as time on duty). Even hours shall be paid for at the end of each pay period; fractions thereof shall be carried forward.

(c) Extra employe performing service in the place of a regular assigned employe, shall be paid the compensation that the regular assigned employe would have received for the same service.

(d) When employes are required to perform other service not coming within the scope of this agreement, they shall receive the rate of pay of such work, but not less than their regular rate of pay as herein established.

RULE 4
ATTENDING COURT OR COMPANY INVESTIGATIONS

(a) Employes taken away from their regular assigned duties at the request of the Management to attend court or to appear as witnesses for the railroad will be furnished transportation and will be allowed compensation equal to what would have been earned had such interruption not taken place and, in addition, necessary actual expenses while away from headquarters. Regularly assigned employes will be allowed eight (8) hours' pay for each calendar day consumed, with expenses as herein provided, when no time is lost. Extra employes will be allowed eight (8) hours' pay for each calendar day consumed, with actual expenses while away from headquarters.

(b) Any fees or mileage accruing will be assigned to the railroad.

(c) When notified to attend Company investigations in which they are not directly involved and actual time is lost, they will be paid as provided in Paragraph (a) of this rule. Men will not be required to attend Company investigations during their normal rest periods except in

extreme cases requiring immediate investigation.

(d) No deadhead time will be allowed under this rule.

RULE 5
NON-ALLOWANCE OF TIME

When time claimed is not allowed, employes will be promptly notified with reason therefor.

RULE 6
EXTRA MEN

Except where otherwise mutually agreed to between the representative of the employes and the proper officer, extra men will be called for service first in first out.

RULE 7
SENIORITY

(a) Seniority of train porters will date from the date they last enter the train porter class. There shall be four seniority districts established as follows:

1 - Washington to Jersey City.
2 - Washington to Pittsburgh and Parkersburg.
3 - Pittsburgh to Chicago, including Detroit, Cleveland, Buffalo and Rochester.
4 - Parkersburg to St. Louis, including the Toledo Division and Louisville Branch.

(b) New positions or vacancies will be bulletined between the 1st and 10th of each month in places accessible to all employes affected, for a period of ten (10) days. Bulletin to show location, title, hours of service and rate of pay. Employes desiring such positions will file applications in triplicate, bearing their personal signature, two copies to be forwarded to the designated officer and one to the General Chairman within that time.

The designated officer to return one copy to the applicant as acknowledgment. Award will be made within ten (10) days thereafter. The name of successful applicant will be immediately posted for a period of five (5) days.

(c) Employes declining promotion or declining to bid for a bulletined position shall not lose their seniority.

(d) When an employe bids for and is awarded a permanent position, his former position will be declared vacant and bulletined.

(e) When more than one (1) vacancy or new position exists at the same time, employes shall have the right to bid on any or all, stating preference.

(f) Employes whose positions are abolished may exercise their seniority rights over junior employes holding permanent positions or temporary vacancies that have been bulletined as such. Other employes affected may exercise their seniority in the same manner. Employes affected by this rule shall file their application for position within five (5) days or forfeit this right.

(g) When reducing forces seniority rights shall govern. When forces are increased employes shall be returned to service in the order of their seniority rights. Employes desiring to avail themselves of this rule must file their address with the proper officer at the time of reduction, advise promptly of any change in address and renew address each sixty (60) days. Employes failing to file or renew their address or return to the service within fifteen (15) days after being notified (by mail or telegram sent to address last given) or give satisfactory reason for not doing so, will be considered out of the service.

(h) Positions or vacancies of indefinite duration need not be bulletined until after the expiration of thirty (30) days from the date of employment or vacancy. New positions or vacancies of less than thirty (30) days dura-

tion shall be considered temporary and may be filled without bulletining by extra porters, if available, in accordance with Rule 6.

(i) New positions may be filled temporarily pending an assignment and in event no applications are received may be permanently filled without regard to seniority rules.

(j) Employes now filling or hereafter promoted to official or supervisory positions beyond the scope of this agreement, or who may be elected to serve as officers of the organization, shall retain and accumulate seniority rights under this agreement and will be shown on the roster. If displaced from such positions they may exercise their seniority rights.

(k) A seniority roster of all employes holding rights under this agreement who have been in the service six (6) months or more, will be posted in places accessible to all employes, showing names and seniority dates. Rosters will be revised in January of each year and a copy furnished the General Chairman. Rosters will be open to inspection of all concerned and shall be subject to correction on proof of error or omission if written protest is made within sixty (60) days from date of posting, with the understanding that (except to correct typographical errors) after AUGUST 1, 1944 protests in connection with rosters posted shall be confined to employes whose names appear on the roster for the first time. Copy of any protest shall be furnished the General Chairman.

(l) When the arriving or leaving time of assignment at home terminal is permanently changed more than one (1) hour, or change of terminal, it will be considered a new run, and shall be bulletined as provided for in this agreement.

(m) An employe who is required by the Management to fill a temporary position or who bids in a temporary position, will be permitted to return to the position formerly occupied by him when temporary position is abolished or he is

displaced therefrom. If his former position has been abolished, he will be permitted to exercise displacement rights as defined in Paragraph (f) of this rule.

(n) Porters who are on leave of absence or sickness, or who are under suspension at the time positions are advertised will be permitted, if they so desire, to make applications for the positions advertised, provided they do so within five (5) days after returning to work.

RULE 8
INTERDIVISIONAL SERVICE

On assignments running over more than one seniority district, each seniority district involved will furnish its proportion of the men. The seniority district having the preponderance of hours will have the first choice.

RULE 9
DISCIPLINE, GRIEVANCES AND INVESTIGATION

(a) An employe who has been in service more than ninety (90) days or whose application has been formally approved shall not be disciplined or dismissed without investigation, at which investigation he may be assisted by a representative of his choice. He may, however, be held out of service pending such investigation.

(b) The investigation shall be held within ten (10) days of the date when charged with the offense or held out of service. A decision will be rendered within twenty (20) days after completion of investigation. If an appeal is taken it must be filed with the next higher official within twenty (20) days after the decision is rendered.

(c) The right of appeal by an employe or his representative in regular order of succession, up to and including

the highest officer designated by the Company to whom appeals may be made, is hereby established.

(d) An employe will be given a letter stating cause of discipline. Transcript of the evidence taken at the investigation will be furnished to the employe or his representative upon request.

(e) If the final decision decrees that charges against the employe were not sustained, the record shall be cleared of the charges; if suspended or dismissed, the employe shall be reinstated and paid for all wage loss, less amount earned in any other service.

(f) If a further appeal is taken from the decision of the highest officer designated to handle such matters, it will be handled as prescribed in the Railway Labor Act as amended.

RULE 10
SERVICE LETTER

Any employe leaving the service of the company will, upon request, be given a copy of his service record by the proper officer.

RULE 11
STATUTE OF LIMITATIONS

All grievances and/or claims other than discipline shall be presented in writing to the proper officer of the company within ninety (90) days of its occurrence. No grievance and/or claim will be handled under this agreement unless presented in writing within the time specified above.

RULE 12
CALLING

At points where calling forces are maintained, employes

who live within calling limits of train and engine service employes will be called between the hours of midnight and 6 AM, upon request.

RULE 13
VACATION

Effective with the calendar year 1944 an annual vacation of six (6) days of eight (8) hours each, with pay at the basic schedule rate, will be granted to each employe covered by this agreement who rendered compensated service on not less than one hundred sixty (160) days during the preceding calendar year.

RULE 14
REPRESENTATION

(a) The Brotherhood of Sleeping Car Porters is recognized as representing all employes covered by this agreement in the making of agreements concerning rates of pay, rules and working conditions.

(b) Employes serving as committeemen representing employes coming within the scope of this agreement will, upon request, be granted leave of absence covering time so employed, and will be given the same consideration in the granting of free transportation as is granted committeemen representing other similar classes of employes for this purpose.

RULE 15
EFFECTIVE DATE

(a) It is agreed that all grievances, claims and/or complaints affecting rates of pay, hours of service and working conditions of employes of whatsoever character, be there any, antedating the date of this agreement, shall become null and void.

(b) This agreement shall become effective APRIL 1,1944,

and shall continue in effect unless and until changed in the manner prescribed by the Railway Labor Act, as amended.

A C C E P T E D:

FOR THE BALTIMORE AND OHIO RAILROAD COMPANY

By (Signed) W. G. Carl
Assistant to Vice President

FOR THE BROTHERHOOD OF SLEEPING CAR PORTERS

By (Signed) Thomas T. Patterson
for
A. Philip Randolph,
International President
Brotherhood of Sleeping Car Porters

Baltimore, Md.,
March 15, 1944.

AGREEMENT

Between

THE NEW YORK, NEW HAVEN AND HARTFORD RAILROAD COMPANY

and

THE BROTHERHOOD OF SLEEPING CAR PORTERS

Governing

Rates, Rules and Working Conditions

of

SPACE ASSIGNERS AND PARLOR CAR PORTERS

(Attendants and Bus Boys)

PREAMBLE

A G R E E M E N T

Between The New York, New Haven and Hartford Railroad Company and the Space Assigners, Parlor Car Porters, Attendants and Bus Boys in its service, represented by The Brotherhood of Sleeping Car Porters.

It is hereby agreed between The New York, New Haven and Hartford Railroad Company and the Space Assigners, Parlor Car Porters, Attendants and Bus Boys in its service, represented by The Brotherhood of Sleeping Car Porters, that the following rules shall govern the rates of pay, rules and working conditions of all employees of The New York, New Haven and Hartford Railroad Company in their performance of service as space assigners, parlor car porters, attendants and bus boys, and their rights as such.

SCOPE

RULE 1. Scope. This agreement shall apply to all employees of The New York, New Haven and Hartford Railroad Company classified as

(a) Space Assigners

(b) Parlor Car Porters

(c) Attendants (employees assigned to buffet, club and broiler cars).

(d) Bus Boys (employees assigned to work on buffet, club and broiler cars and assist the attendant).

RATES OF PAY

RULE 2. Rates of Pay. The following rates of pay shall be applicable to all employees covered by this agreement:

(a) Monthly rates for Parlor Car Porter and Attendant service--

Class of Service	Minimum	Over 2 to 5 years	Over 5 to 15 years	Over 15 years
Parlor Cars.....$				
Buffet, Club and Broiler Cars.....				
Deadhead Porters...				
Attendants.....				

(b) Monthly rates for Space Assigner service

Flat rate of $

(c) Monthly rates for Bus Boy service

Flat rate of $

(d) Rates of pay for "in-charge" service--

An employee required to handle diagrams, secure information as to location and destination of passengers and keep record of the same shall be considered as operating "in-charge" and shall be paid "in-charge" rate of fifty ($50.00) dollars per month in addition to his established rate of pay.

An employee assigned to run "in-charge" of two or more cars shall be paid the minimum space assigner's rate for the number of days in such operation.

(e) Daily and hourly rates of pay--

The daily rate of pay of an employee shall be determined by dividing his monthly rate by the number of days there are in the current month; his hourly rate, by dividing his monthly rate by

(f) Applying progressive rates of pay--

When a leave of absence is granted for a period of more than ninety (90) days, the time in excess of ninety (90) days shall be deducted in the application of progressive rates of pay. Likewise, when an employee is furloughed for a period of more than ninety (90) days, the time in excess of ninety (90) days shall be deducted. Separate periods of leave or furlough shall not be cumulative, when service intervenes. An extension of a leave shall be considered as a continuous period.

(g) Overtime rates of pay--

Time credited in excess of hours within a calendar month shall be paid for as overtime at pro-rata hourly rates up to and including hours. Time in excess of hours shall be paid for at the rate of time and one-half.

BASIC MONTH

RULE 3. Basic Month. Hours of Service. (a) hours or less in regular assignment shall constitute a basic month's work. (b) No assignment shall be established that will produce more than hours in a thirty day month.

CALLED AND CUT-OFF

RULE 4. Called and Cut-off. Employees called and reporting for duty and not used, will be paid a minimum of three (3) hours but will not lose his turn on the extra board.

CREDITING DAYS IN ROAD SERVICE

RULE 5. Crediting Days in Road Service. In regular assignments, employees working full time shall be credited for each round trip the number of days there are employees in the assignment, as covered by operating schedule. The minimum number of employees to be placed in a regular assignment shall be determined by dividing the number of hours constituting a round trip by eight (8), decimal fractions of more than fifty (.50) shall be regarded as one.

Extra employees performing service in the place of a regularly assigned employee shall be paid for the same number of days that the regularly assigned employee would have received for the same service.

Late arrivals and car cleanings shall be paid in addition to all other earnings in the payroll period in which service was performed.

DEADHEADING

RULE 6. Deadheading. Employees deadheading, either on passes or cars, on Company business shall be paid for actual time deadheading on an hourly basis. Deadhead trip to begin at time required to report and end at the time of arrival at destination. When interval from time of release until again resuming duty does not exceed one hour time shall be computed as continuous.

STATION DUTY

RULE 7. Station Duty. An extra employee called for and used on station duty shall be credited with the actual time on duty with minimum credit of four hours. Employees may be offered station duty work in the order of their position on the extra board, but shall not lose their position on the extra board whether they perform station duty or not.

(a) Station duty is any work performed by an employee at a terminal where Company offices are located, other than that required of an assigned employee to road service, but may include assisting such employee in preparatory work, including receiving.

(b) An employee called upon to perform station duty at an away-from-home terminal before expiration of layover or during time that is not credited as "held for service" shall receive additional pay for actual hours so used.

(c) Employees who are instructed to remain beyond their normal release time after arrival to be interviewed, to receive special instructions, for uniform inspections or make statements in connection with service matters, (except when subject to discipline), shall be paid for actual time required to remain, with minimum credit of one (1) hour in addition to all other earnings for the pay period.

(d) Employees required to leave their place of residence (at home or opposite terminal) and report to a Company representative for interview, special instructions, uniform inspections, or to make statements in connection with service matters (except when subject to discipline) shall be compensated as in paragraph (c) of this rule.

WITNESS SERVICE

RULE 8. WITNESS SERVICE. An employee taken away from his regular assigned duties at the request of the Management to attend court or appear as witness for the railroad will be furnished transportation and will be allowed compensation equal to one and one-fourth (1 1/4) times his established rate of pay for the number of hours he would have received credit for had no such interruption taken place and in addition, shall receive necessary actual expenses incurred while away from home.

(a) If on lay-off days, they will, if held four (4) hours or less, be allowed one-half (½) day's pay; if held over (4) hours, they will be paid not less than one day's pay.

(b) If before or after work is done, the employee will be paid on pro-rata basis.

HELD FOR SERVICE

Rule 9. Held for Service. An employee held at point away from home station beyond the layover established for his immediately preceding trip, as provided in Rule 14, shall be allowed "held for service" credit of twelve (12) hours for each twenty-four (24) hour period from expiration of layover and actual time up to twelve (12) hours for less than a twenty-four (24) hour period.

Employees held for service at home station by direction of the Management shall be credited with hours for each twenty-four (24) hour period and actual time up to hours for less than a twenty-four (24) hour period. Regularly assigned employees so held shall be allowed total credits (including actual service) of not less than the credits they would have earned on their regular assignment.

An employee held out of service pending an investigation shall not receive "held for service" credit except as in Rule 39.

ADDITIONAL PAY WHEN USED ON LAYOVER OR RELIEF DAYS

RULE 10. Additional Pay When Used on Layover or Relief Days. Service performed by a regular employee on specific layover or relief days shall be paid as follows:

(1) An employee who doubles out in his own or another regular assignment prior to expiration of his layover shall be paid at time and one-half for the number of days there are employees in the assignment as covered by the operating schedule and shall be paid for all time necessary to get him into line after completion of this double trip, by being paid "held for service" from expiration of his layover of this trip until reporting time of his line.

(2) An employee who doubles out in extra assignment before expiration of his layover shall be paid at time and one-half for the actual hours credited during the double period and such "held for service" time as may accrue in restoring him to regular assignment.

"IN-CHARGE" SERVICE

RULE 11. "In-charge" Service. An employee in regular assignment equipped to run "in-charge" as provided in Rule 2 shall be paid at his "in-charge" rate whether operating "in-charge" for the whole trip or only a portion thereof, or whether in one direction only or both.

An employee in special service qualified for operating "in-charge" a portion of a trip whall be paid "in-charge" rate for calendar days, any portion of which he is actually "in-charge."

CLEANING INTERIOR OF CAR

RULE 12. Cleaning Interior of Car. Employees required to perform interior cleaning of cars at any point or terminal as specified in operating schedules or otherwise authorized shall be paid for one (1) hour at his established hourly rate of pay and this shall be in addition to all other earnings for the pay period.

LAYOVERS IN REGULAR ASSIGNMENTS

RULE 13. Layovers in Regular Assignments. Specific layovers at each terminal shall be designated in operating schedules for regular assignments. An employee making a single round trip in a run which affords periodic relief, should receive the layover for the trip plus pro-rata proportion of the relief day.

Lines operating between New York and Boston shall have layovers established at these terminals in respect to the seniority of the men operating between these points and with respect to the number of employees operating out of Boston as compared to the number operating out of New York.

LAYOVERS APPLICABLE TO INCOMPLETED REGULAR SERVICE AND TO IRREGULAR SERVICE

RULE 14. Layovers Applicable to Incompleted Regular Service and to Irregular Service. A layover of two (2) hours for each hour of credited service with maximum layover of twenty-four (24) hours at an away-from-home station shall apply to the following classes of service:

(1) Regular service where round trip assignment is not completed.

(2) Extra-in-line service.

(3) Special service

(4) Deadheading on car or pass (at Direction of Company).

An extra employee used before the expiration of layover, as provided for in this rule, shall be credited with one and one-half (1 1/2) times the hours worked from reporting time until expiration of established layover; all other time to be paid for at the regular rate.

DAYS OFF DUTY

RULE 15. Days Off Duty. Not less than ninety-six (96) hours off duty each month in twenty-four (24) consecutive hour periods or multiples thereof shall be allowed at designated home terminals.

PRO-RATING RELIEF

RULE 16. Pro-rating Relief. When an employee operating in an assignment carrying periodic relief fails to complete the cycle, he shall be paid for pro-rata proportion of the established relief.

SENIORITY ROSTERS

RULE 17. Seniority Rosters. Seniority rosters of all employees, regardless of class or residence, will be prepared in numerical sequence, on which will be listed seniority dates of Space Assigners, Attendants, Parlor Car Porters and Bus Boys. Seniority lists will be posted in January of each year. This list shall be subject to correction by employees within sixty (60) days after posting of the lists. Such correction or adjustment may be made through General Chairman pending final approval. Seniority dates shall be considered permanently established if not protested within sixty (60) days after time of first posting.

Copy of seniority roster will be furnished General Chairman.

DISTRICT DIVIDED

RULE 18. District Divided. When the district is divided and the roster separated the employees involved shall have the choice on the basis of seniority of remaining in the old district or of transferring to the new district at the time of separation. All transfers under this rule shall be made with seniority rights unimpaired.

EMPLOYEES PROMOTED TO SUPERVISORY POSITIONS

RULE 19. Employees Promoted to Supervisory Positions. Employees covered by the scope rule, promoted to supervisory positions with the Company shall retain their seniority rights unimpaired; shall continue to accumulate seniority during the time solely employed in such official position and shall have displacement rights as provided in Rule 27 when returning to work.

Employees serving in Organization positions: Employees elected or appointed to official positions in the Organization shall retain their seniority rights unimpaired, shall continue to accumulate seniority during the time solely employed in such official position and shall have displacement rights as provided in Rule 27 when returning to road service.

CONTINUITY OF SENIORITY

RULE 20. Continuity of Seniority. No deductions shall be made from the seniority of employees coming within the scope of this agreement for time spent on authorized leaves of absence, furloughs or sickness.

OPERATING SCHEDULES

RULE 21. Operating Schedules. Schedules of regular lines shall be prescribed by the Management and posted in places accessible to those affected or concerned.

A copy of such schedules shall be furnished to the local representative of the Organization.

ASSIGNMENT OF RUNS

RULE 22. Assignment of Runs. In the establishment of runs with their terminal layovers, consideration will be given to the seniority of the employees involved in determining which terminal shall have lines with the layovers. In order to determine which lines shall have New York or Boston layover and thus have designations as home terminals, the relative seniorities of the men living in New York and Boston will be compiled and compared.

The ratio thus established will indicate the number of lines to be set up with terminal layovers. The number of employees required to operate regular lines originating at New York and having terminals elsewhere shall also be taken into this consideration. Lines thus set up shall be done in agreement between the Company and the Organization.

When new service is added, where possible, the line will be given a home terminal layover where the average seniority of extra men required to operate this service is greater.

BULLETINING OF RUNS

RULE 23. Bulletining of Runs. New runs and permanent vacancies, also seasonal runs and temporary vacancies known to be of more than sixty (60) days duration shall be promptly bulletined for a period of ten (10) days in New York and Boston. Employees desiring to bid for such runs shall file their applications with the designated official within the prescribed period, and assignment shall be made within five (5) days thereafter.

Employees bidding on more than one bulletined run shall specify in their applications their first choice, second choice, etc.

Each car shall constitute a run and it shall not be pooled. An employee bidding for and awarded an assignment shall not be privileged to bid back on the run vacated until thirty (30) days have elapsed unless displaced through no fault of his own.

An employee absent from service on leave of absence or sickness during the period a run is bulletined and awarded shall be privileged to displace a junior employee assigned during his absence, fitness and ability being sufficient.

The name of each employee assigned shall be immediately posted in New York and Boston.

RESIGNING FROM ASSIGNMENT

RULE 24. Resigning from Assignment. Regular assigned employees may resign from their assignments by giving a written notice to the Company representative. They shall not have displacement rights, but may operate on the extra board or exercise their seniority to bid on bulletined runs.

When a regular employee resigns from an assignment the vacancy will be bulletined on date of receipt of notice of resignation from the employee.

RE-BULLETINING CHANGED RUNS

RULE 25. Re-bulletining Changed Runs. The definition of a new run is as follows:

1. When a car is taken off one train and put on another.
2. When any change is made in terminal point.
3. When a change is made of thirty (30) minutes or more in the departure or arrival of the run.
4. When the number of days in an assignment is increased or decreased.
5. Alteration of home layover in excess of ten percent.
6. Change in type of service, e.g. from in-charge to non in-charge or commissary to non-commissary or vice versa.

Where runs are changed for any cause the senior employees in the assignment, up to the number required for the new operation may continue in the run until awards are made under the new assignment or may elect to exercise immediately displacement rights as provided in Rule 27.

TEMPORARY DISCONTINUANCE OF AN ASSIGNMENT

RULE 26. Temporary Discontinuance of an Assignment. Where a regular assignment has been temporarily discontinued due to "acts of God", such as storms, hurricanes, earthquakes, floods, etc., the employees affected, when at their home stations, shall not be considered as "held

for service" but shall be privileged to operate on the extra board.

Where a regular assignment has been temporarily discontinued due to causes other than "acts of God" an employee affected, when at home station, shall be placed at the top of the extra list and shall be subject to any assignment, for which he is qualified, that will make him available for his next regular trip, if possible, or otherwise within a reasonable time. He shall not receive less credit than what he would have earned on his regular run because of the temporary discontinuance of his regular assignment.

RIGHTS OF DISPLACED EMPLOYEES

RULE 27. Rights of Displaced Employees. An employee who loses his run through no fault of his own may apply for and shall have the right, in accordance with the provisions of Rule 28, to occupy any assignment in his district where his seniority is greater than that of the junior employee on such assignment, who shall be the one displaced, except where there is a choice of layover days, he shall be privileged to displace any employee junior to him. The right to apply for another assignment must be exercised within twenty (20) days from the date of displacement, except that in cases of absence because of illness, or leaves of absence, the twenty (20) days shall date from the date on which the employee returns to work.

SENIORITY, FITNESS AND ABILITY

RULE 28. Seniority, Fitness and Ability. Assignments to regular service, by bulletin or displacement, shall be made on the basis of seniority, fitness and ability; fitness and ability being sufficient, seniority will govern.

Employees shall not be paid for time lost in the exercise of seniority, but shall be permitted to remain on old run until such time as he is able to make change with least loss of time.

In the event the senior applicant is not assigned and waives his right to appeal he may, within five (5) days from date of non-assignment, request the district representative of the Company to suggest a course of training or preparation designed to correct his shortcomings. Such suggestion shall be made, and if within thirty (30) days thereafter, the employee is able to qualify without expense to the Company he shall be placed in the assignment for which he made application.

OPERATION OF EXTRA EMPLOYEES OUT OF HOME STATION

RULE 29. Operation of Extra Employees Out of Home Station. Extra lists shall be maintained at each home terminal on which shall be carried the names of all extra employees in the order of their layovers accruing from their last or home-bound trip. Extra employees, when available, except as provided herein, shall be used "first in, first out."

An employee shall be considered as available after the expiration of his layover when he appears in person at sign-out office or may be reached by telephone at his home in time to permit him to travel to the reporting point.

When there is service requiring two or more employees at the same hour and employees eligible under this rule have layovers expiring simultaneously, the senior employee shall have his choice. Likewise, when there is requirement for one employee and there are two or more employees eligible under this rule whose layovers expire at the same hour, the senior employee shall be given the assignment.

An employee relieved from an assignment, failing to report for or refusing an assignment, under this rule, shall immediately revert to the foot of the extra list, which shall be the position immediately following the name of the employee having the longest layover, at the time.

Station duty, "called and not used" and witness service shall not be considered an assignment under this rule.

An employee relieved from service because of illness or injury and who has been incapacitated for ten (10) or more days when again reporting for duty shall have his name entered at the top of the extra list. An employee received on temporary transfer or one recalled from furlough shall have his name entered at the foot of the list. This regulation shall also apply to an employee returning to work after completion of a suspension.

Exceptions to "first in, first out" provision:

> Use of an employee in filling class assignments. When the needs of the service require an employee to fill position of space assigner, attendant or bus boy and the top extra employee or employees are not qualified, the management will use the first qualified employee regardless of position on the extra list.

REGULATING NUMBER OF EXTRA EMPLOYEES

RULE 30. Regulating Number of Extra Employees. Extra boards shall be so maintained as to afford each employee carried thereon, as nearly as possible, minimum earnings of approximately two-thirds of basic month's pay.

Employees who lay off of their own accord and those who are dropped from or added to the extra board during the month shall be given their pro-rata proportion of the work during the period they are subject to call.

REDUCING AND INCREASING FORCES

RULE 31. Reducing and Increasing Forces. In reducing forces, seniority shall prevail in determining those to be retained in the service. When forces are increased, those furloughed shall be returned to service

in the order of their seniority, provided they have filed their names and addresses with the district representative of the Company. Failure to report for duty within seven (7) days after written notice shall have been mailed or telegraphed to the last recorded address shall automatically terminate employment relation with the Company, unless a satisfactory explanation is given.

DISCIPLINE AND HEARINGS

RULE 32. Discipline and Hearings. The right of the management to discipline, suspend or discharge an employee for incompetency or other just and sufficient reason and the right of an employee disciplined, suspended or who considers he has been otherwise unjustly treated, to have a fair and impartial hearing, are both recognized.

A grievance is a dispute arising from the application of discipline or alleged unjust treatment, personal in character and not covered (except as to procedure in handling) by rules of the agreement.

HEARINGS

RULE 33. Hearings. An employee shall not be disciplined, suspended or discharged without a hearing. He may, however, be held out of service pending investigation. An employee shall be notified in writing of the time and place of hearing and the specific charge against him.

An employee who considers he has been unjustly treated and who desires a hearing shall make written request containing his specific charge within thirty (30) days from the date of the cause of complaint.

Hearings shall be held within ten (10) days from receipt of request for hearing or after notice shall have been mailed to an employee at his last recorded address, as the case may be, and decision shall be rendered in writing within fifteen (15) days after the hearing is completed.

WITNESSES, TESTIMONY AND RECORDS

RULE 34. Witnesses, Testimony and Records. At the hearing the employee aggrieved may remain throughout the proceedings and with the designated representatives of the interested parties shall have the following privileges:

(a) To produce witnesses and question all witnesses giving testimony in the case.

(b) To have a written transcript made of the questions and answers, if requested by either side, which shall be jointly attested.

(c) To make statements off the record upon request.

DATE OF SUSPENSION

RULE 35. Date of Suspension. If an employee is suspended, the suspension shall date from the time he is taken out of service.

If an employee shall have been held out of service pending investigation for a longer period than is represented by the discipline administered, he shall be compensated for the wage loss, if any, suffered by him for the time in excess of the disciplinary period. Such compensation shall be the amount of wages he would have earned, less compensation received in other employment.

APPEALS

RULE 36. Appeals. If the grievance of an employee who has served his period of probationary employment is not satisfactorily adjusted by the district representative, the person aggrieved shall have the right, within twenty (20) days from the date decision is rendered, to appeal to the Division Superintendent, or to such other operating officer as may be designated from time to time by the Division Superintendent. Conference shall be held within ten (10) days after appeal is received and decision shall be rendered within ten (10) days after the conference is completed. Any further appeal in accordance with provisions of the Railway Labor Act shall be taken within thirty (30) days from date decision is rendered.

REMANDING GRIEVANCES

RULE 37. Remanding Grievances. When new evidence or testimony, not available at the last hearing, is introduced at the time a grievance is being considered in conference on appeal, either party may elect to have the case remanded for re-hearing and decision under Rule 33. If not then satisfactorily adjusted, it shall be returned to the remanding official. No case shall be remanded more than three times.

APPLICATION AND DECISION IN WRITING

RULE 38. Application and Decision in Writing. Applications for appeals and all decisions thereon shall be in writing.

RECORD CLEARED OF CHARGES

RULE 39. Record Cleared of Charges. If final decision exonerates the employee of the charge preferred against him, his record shall be cleared of such charge and if held out of service or dismissed he shall be reinstated and compensated for the wage loss, if any, suffered by him. Such compensation shall be the amount of wages he would have earned, less compensation received in other employment.

APPLICATION AND INTERPRETATION OF AGREEMENT

RULE 40. Application and Interpretation of Agreement. Claims involving the application and interpretation of rules of the agreement shall be handled as promptly as possible. When such claims are presented in writing to the district representative of the Company by the local representative of the Organization, the latter shall submit a statement of facts in the case and refer to the rule or decision on which the Organization bases its claim. If the claim is not allowed by the district representative, he shall furnish the local representative of the Organization with a written statement of facts and reasons why claim was not allowed. If conference is desired by local representative of Organization, it shall be granted without unnecessary delay.

If the claim is not adjusted by the district representative and the local representative of the Organization, they shall prepare and exchange separate statements setting forth their respective versions of the facts for the information of an international vice-president of the Organization or to such other official as the Organization may from time to time designate and the operating vice-president or to such other operating officer as may be designated from time to time by the Executive Vice President. No argument shall be used in the statement of facts. Any further appeal may be taken in accordance with provisions of the Railway Labor Act.

Claims shall be outlawed unless instituted within two (2) years from date of alleged infraction of rules.

A claim is a dispute involving the application or interpretation of rules of the agreement.

REPRESENTATION

RULE 41. Representation. The Brotherhood of Sleeping Car Porters, referred to in this agreement as the "Organization", shall represent all employees covered by this agreement in the making of agreements concerning rates of pay, rules and working conditions, and interpretations thereof, generally applicable to said employees, for so long as such representation is maintained in accordance with the provisions of the Railway Labor Act, and shall have the right to initiate claims alleging violation of agreement rules.

An individual employee, in handling a grievance involving himself or handling his own personal claim, shall have the right to and must designate his representative at the hearing or at the first conference as the case may be and advise whether he will be represented in person, by counsel (any other person or persons), or by the Organization, and he shall notify the Management and his representative in writing of any change in representation.

All personal claims involving the application or interpretation of rules of this agreement, handled by an individual employee without representation by the Organization, shall be adjusted in accordance with

the rules of the agreement and interpretation agreed upon between the Organization and the Management, and the advice of settlement made shall be in written form and a carbon copy thereof shall be furnished to the district representative of the Organization.

In hearings and conferences (excepting agreement negotiations), the conferees shall not exceed four (4) in number on each side.

TIME AND PLACE FOR REPORTING

RULE 42. Time and Place for Reporting. Operating schedules for regularly assigned employees and assignment slips for other employees shall prescribe the time and place required to report for duty.

In event a dispute arises over the amount of time alloted for the preparation of or putting away of cars at terminals, a joint investigation shall be conducted to review the work required and, if necessary a test made to determine the proper time allowance.

FAILURE TO REPORT

RULE 43. Failure to Report. An employee unable to report for duty for any cause shall notify his supervisor, in advance if possible, otherwise as soon as conditions permit, preferably in writing.

ABSENCE WITHOUT PERMISSION

RULE 44. Absence Without Permission. An employee absent from work without permission for a period in excess of seven (7) days shall be considered out of the service, unless a satisfactory explanation is given.

NOTIFICATION OF DISALLOWED TIME

RULE 45. Notification of Disallowed Time. When time claimed on time sheet by an employee is not allowed, he shall be promptly notified and on request upon his district representative, shall be given reasons why such time was not allowed.

LEAVE OF ABSENCE

Employees on request will be granted reasonable leaves of absence when they can be spared without interference to the service, but not to exceed ninety (90) days. An employee who fails to report for duty after expiration of his leave of absence shall be considered out of the service unless such failure is the result of unavoidable delay, under which condition the leave shall be extended to include the delayed time. Employees on leave of absence accepting other employment

without the Management's written permission shall be considered out of the service. This rule shall not take precedence over Rule 19.

COMMITTEEMEN

RULE 47. Committeemen. Employees acting as committeemen representing employees governed by the provisions of this agreement will, upon request, be granted necessary time off and shall retain seniority rights unimpaired during the time so occupied. They shall be furnished available sleeping accommodations designated by the Management when required to travel on committee work.

PERIOD OF PROBATIONARY EMPLOYMENT

RULE 48. Period of Probationary Employment. Six (6) months from date last employed (exclusive of time on furlough or time absent for any cause) shall be considered sufficient time to determine the competency of an employee. Within the probationary period the service of an employee may be terminated for any cause. He shall have the right to a hearing in accordance with the provisions of Rule 33 but shall not be privileged to appeal therefrom.

NO SHUT-DOWN NOR SUSPENSION OF WORK

RULE 49. No Shut-Down Nor Suspension of Work. While questions in dispute are pending, there shall be neither a shut-down by The New York, New Haven and Hartford Railroad Company nor a suspension of work by the employees.

DURATION OF AGREEMENT

RULE 50. Duration of Agreement. This agreement, when signed by the duly authorized representative of The New York, New Haven and Hartford Railroad Company and of the employees, shall become effective and shall supersede all agreements governing rates of pay, rules and working conditions heretofore made for the employees involved herein. It shall continue in force until changed in accordance with the provisions of the Railway Labor Act.

VACATION AGREEMENT

Section 1

(a) Effective with calendar year 1949, an annual vacation of six (6) consecutive work days with pay will be granted to each employee covered by this agreement who renderd compensated service on not less than one hundred sixty (160) days during the preceding calendar year (service performed with Pullman Company during month of January 1948 to be included).

(b) Effective with the calendar year 1949, an annual vacation of twelve (12) consecutive work days with pay will be granted to each employee covered by this agreement who rendered compensated service of not less than one hundred sixty (160) days during the preceding five (5) or more years of continuous service and who, during such period of continuous service, rendered compensated service on not less than one hundred sixty (160) days in each of five (5) of such years not necessarily consecutive.

Section 2

Vacations may be taken from January 1st to December 31st and due regard, consistent with requirements of the service, shall be given to the desires and preferences of the employees in seniority order when fixing the dates for their vacation. Representatives of the Company and the Organization will cooperate in assigning vacation dates.

Section 3

Each employee who is entitled to vacation shall take same at time assigned, but if for any reason the employee cannot take the vacation at the designated time, he shall be paid vacation allowance in lieu thereof equal to six (6) or twelve (12) days at the basic rate of last service performed.

Section 4

(a) An employee whose employment relation with the Company has terminated prior to the taking of his vacation shall receive payment in lieu thereof.

(b) Employees retiring under provisions of the Railroad Retirement Act shall receive payment for vacation due. Likewise, when an employee entitled to vacation dies before taking his vacation, his vacation allowance shall be paid to his heirs or his estate.

Section 5

In arranging vacations for employees on regular assignments, the employee will be given the greatest number of days vacation practicable in keeping with the return to his regular assignment.

Section 6

Vacations shall not be accumulated or carried over from one vacation year to another, except in the application of Section 5.

Section 7

This agreement shall be effective as of 1949. It shall continue in force until changed in accordance with the provisions of the Railway Labor Act.

Randolph

THIS SUPPLEMENTAL AGREEMENT, made this 8th day of August, 1949, by and between The Pullman Company and its porters, attendants, maids, and bus boys, represented by the Brotherhood of Sleeping Car Porters, is in compliance with the agreement of April 15, 1949, between the parties hereto and, together with that agreement, is in full disposition of request made on April 29, 1948, by said Organization on The Pullman Company for establishment of a 40-hour week for the employes above specified; that their compensation for such hours be computed on the basis of a 48-hour straight-time work week; that they be paid at not less than time and one-half for work performed on Saturdays; that they be paid at not less than the rate of double time for work performed on Sundays and seven specified legal holidays; and that their revised basic rates of pay be increased 25 cents per hour.

IT IS AGREED THAT, effective September 1, 1949, the Agreement between the parties, revised, effective June 1, 1941, shall be further revised in accordance with the following provisions of this Agreement:

RATES OF PAY

RULE 2. Rates of Pay. The following rates of pay shall be applicable to all employes covered by this agreement:

(a) Monthly rates for porter and attendant service—

EFFECTIVE SEPTEMBER 1, 1949

Class of Service	Minimum	Over 2 to 5 Years	Over 5 to 15 Years	Over 15 Years
Standard Cars	$233.45	$236.95	$240.95	$244.45
Tourist Cars	239.95	243.45	247.45	250.95

Class of Service	Minimum	Over 2 to 5 Years	Over 5 to 15 Years	Over 15 Years
Private, Buffet, Club and Composite Cars	$245.95	$249.45	$253.95	$255.55
Swing	241.95	246.45	249.95	253.95
Deadhead Porters	233.45	236.95	240.95	244.45
Attendants.....	245.95	249.45	253.95	255.55

(b) Monthly rates for maid service—

All Cars	$233.35	$234.45	$237.95	$241.45

(c) Monthly rates for bus boy service—

Flat rate of $232.75

(d) Rates of pay for "in-charge" service—

An employe equipped for and assigned to "in-charge" service consisting of one (1) car shall be paid at the rate of twenty dollars twenty-five cents ($20.25) per month in addition to his established rate of pay, except that the differential for "in-charge" service on private cars shall be at the rate of twenty-six dollars seventy-five cents ($26.75) per month.

An employe assigned to run "in-charge" of two (2) or more cars shall be paid the conductor's minimum rate for time actually in such service.

(e) Rates of pay for training student porters—

An employe assigned to train student porters in road service shall be paid at the rate of twenty-six dollars seventy-five cents ($26.75) per month in addition to his established rate of pay for the actual days the student porter is paid while under his supervision.

(f) Rates of pay for "kitchen work"—

(Effective 10-26-43)

An attendant confined to work in the "kitchen" of a private, restaurant or composite car shall be paid at the rate of forty dollars twenty-five cents ($40.25) per month in addition to his established rate of pay.

(g) Daily and hourly rates of pay—

The daily rate of pay of an employe shall be determined by dividing his monthly rate by the number of days there are in the current month; his hourly rate, by dividing his monthly rate by two hundred five (205).

(h) Applying progressive rates of pay—

When a leave of absence is granted for a period of more than thirty (30) days, the time in excess of thirty (30) days shall be deducted in the application of progressive rates of pay. Likewise, when an employe is furloughed for a period of more than ninety (90) days, the time in excess of ninety (90) days shall be deducted. Separate periods of leave or furlough shall not be cumulative when service intervenes. An extension of a leave shall be considered as a continuous period.

(i) Overtime rates of pay—

Time credited in excess of two hundred five (205) hours, within a calendar month, shall be paid for as overtime at pro rata hourly rates up to and including two hundred forty (240) hours. Time in excess of two hundred forty (240) hours shall be paid for at the rate of time and one-half.

BASIC MONTH

RULE 3. Basic Month. Two hundred five (205) hours' work, credited to a calendar month as hereinafter provided, shall constitute a basic month's service.

Where a regular assignment is less than two hundred five (205) hours' work per month, deduction shall not be made from the respective established monthly wage in consequence thereof.

RULE 4. Sleep Periods. (a) Where the requirements of the service will permit employes shall be released from duty for sleep for three (3) hours on overnight runs of twelve (12) hours or less elapsed time, and four (4) hours each night on runs of over twelve (12) hours elapsed time. Sleep periods shall be granted between the hours of 9:30 p.m. and 6:30 a.m., and for regular assignments shall be designated in the operating schedules. During each sleep period the employe shall be provided with a suitable place for sleeping, such as the couch in the men's room, an upper berth or a berth in a dormitory car.

(b) Exceptions:

(1) Deductions of time released for sleep in an overnight trip shall not be made to an extent which will reduce credited hours to less than 6:50 hours for the trip.

Q-1. What is meant by an overnight trip?

A-1. Any operation, the elapsed time of which is less than fourteen (14) hours, where the departure and arrival time embrace the hours from 12 midnight to 6:00 a.m.

(2) It is understood the requirements of the service may not always permit granting sleep periods to the extent provided in

this rule, and where the scheduled period of sleep is not obtainable, the deductible hours shall be reduced by the difference between the scheduled sleep period and the time actually released for sleep. Any loss of scheduled sleep shall be verified and explained by the Pullman conductor, or employe in charge.

No deduction shall apply to any release for sleep of less than two (2) consecutive hours.

(3) Extended Special Tours. A maximum of eight (8) hours may be deducted for each 24-hour period of extended special tour service, and proportionate time for less than a 24-hour period, provided the employe is released for sleep, which may be granted in one or two night or day periods. Periods of sleep shall be verified by the Pullman conductor, or employe in charge. Deduction shall be made for the time released up to the maxima established.

Q-1. What is an extended special tour?

A-1. A special service movement of 72 hours or more, elapsed time, from time required to go on duty at point cars are placed in service to the time cars are released from the special service movement.

BASIS OF CREDITING DAYS AND HOURS

RULE 5. Crediting Days in Road Service. In regular assignments, employes working full time shall be credited for each round trip the number of days there are employes in the assignment, as covered by operating schedule.

When the days credited for the last trip in a month extend into the succeeding month, they shall be prorated by allowing one day's credit for each calendar day remaining in the month (including day of departure if reporting time on such day is before noon) in which the trip was started and crediting the balance of the days to the succeeding month.

Example: A porter in a Chicago-Los Angeles assignment requiring 14 men and carrying hourage credit of 95 hours (49' 30" westbound and 45' 30" eastbound) in making a "lapover" trip on the following schedule—

Report	Chicago	8:00 P.M.	June 27
Released	Los Angeles	7:30 A.M.	June 30
Report	Los Angeles	8:00 P.M.	July 1
Released	Chicago	7:30 A.M.	July 4

should be credited with 3 days in June and 11 days in July.

An employe (regular or extra) working part time in regular assignment, or on extra-in-line cars operated on the same train, or section thereof, between the same terminals as the regular line car, shall be credited for a round trip the number of days there are employes in the regular assignment, as covered by operating schedule; a complete one-way trip in such service shall carry a credit of one-half of the round trip assignment.

Q-1. How shall an employe making less than a complete one-way trip in a regular assignment be credited?

A-1. On the hourly basis, under the rule for crediting hours in road service.

Time in excess of an average of 6:50 hours a day for the actual days credited

in a part-time regular assignment shall be credited on the hourly basis, but such excess may be absorbed during the same month by the undertime hours in a similar assignment.

Example: During the month a porter makes one round trip in each of two regular assignments. One exceeds an average of 6:50 hours a day for the days credited and the other is an undertime run. The first trip has a credit of 4 days on the day-service basis and an alternative credit of 30:20 hours; the second trip has a credit of 5 days on the day-service basis and an alternative credit of 32:10 hours.

A porter making these two trips accumulates 9 days' credit on the day-service basis and an alternative credit of 62:30 hours. This employe should be credited on the day-service basis for 9 days and would have a balance of 1 hour credited on the hourly basis because 2 hours of the excess time on the first trip would be absorbed by the 2 hours' undertime on the second trip.

RULE 6. Crediting Hours in Road Service. In all classes of road service, except deadheading, the time of each trip shall be credited from the time required to go on duty until released from duty, less deductions, if any. In regular assignments, time credited in excess of the normal operating schedule due to delayed arrival of trains, up to two hundred five (205) hours within a calendar month, shall constitute a part of the regular assignment.

In regular assignments, where the days credited for the last trip in the month extend into the succeeding month, the service hours in the trip shall be prorated by allowing 6:50 hours' credit for each day credited in the month in which the trip was started and crediting the balance of the hours to the succeeding month.

Example: A porter in a Chicago-Los Angeles assignment requiring 14 men and carrying hourage credit of 95 hours (49' 30" westbound and 45' 30" eastbound) in making a "lapover" trip on the following schedule—

Report	Chicago	8:00 P.M.	June 27
Released	Los Angeles	7:30 A.M.	June 30
Report	Los Angeles	8:00 P.M.	July 1
Released	Chicago	7:30 A.M.	July 4

should be credited, under the rule for crediting days in road service, with 3 days in June and 11 days in July; and on the basis of the above rule should receive alternative credit of 20:30 hours in June and the balance of 74:30 hours in July.

RULE 7. Deadhead Service. Employes deadheading, either on passes or cars, on Company business (except in connection with witness service) shall receive credit of 10:15 hours for each 24-hour period, and actual time up to 10:15 hours for less than a 24-hour period, time to be computed from time required to go on duty until arrival at destination, with a minimum credit of 6:50 hours where overnight trips are involved.

Q-1. Shall two or more succeeding trips deadheading on passes or equipment be coupled together and treated as a continuous trip?

A-1. Yes, provided no "held for service" time intervenes.

Example:

Leave	Miami	10:30 P.M.	1st day
Arrive	Jacksonville	6:30 A.M.	2nd day
Leave	Jacksonville	11:30 A.M.	2nd day
Arrive	Washington	8:30 A.M.	3rd day

The elapsed time on continuous trip basis is 34 hours. As no "held-

for-service" time intervenes at Jacksonville, an employe making these two deadhead trips should be credited with 20:15 hours, instead of 8 hours for the first trip and 10:15 hours for the second trip.

RULE 8. Station Duty. An employe called for and used on station duty shall be credited with the actual time on duty, with a minimum credit of 3:25 hours if no other service follows continuously. Employes shall be offered station duty work in the order of their position on the extra board, but shall not lose their position on the extra board whether they perform station duty or not.

Q-1. What is station duty?

A-1. Station duty is any work performed by an employe at terminals where Pullman offices are located, other than that required of an employe assigned to road service, but it may include assisting such employe in preparatory work, including receiving.

Q-2. Is an employe entitled to credit for station duty at an away-from-home station?

A-2. Yes, if called upon to perform such service during layover or during time that is not credited as "held for service."

Q-3. An employe performs 2 hours station duty and then immediately goes into road service. What credit for station duty shall he receive?

A-3. 2 hours.

Q-4. Is time spent attending safety and service meetings or making statements relative to investigations to be credited as station duty, or otherwise?

A-4. No.

RULE 9. Witness Service. An employe required by the management to appear as witness in court proceedings shall receive credit of 6:50 hours for each 24-hour period and actual time up to 6:50 hours for less than a 24-hour period, while in

such service, and allowed legitimate and reasonable expenses actually incurred.

RULE 10. Held for Service. An employe held at point away from his home station beyond the layover established for his immediately preceding trip, as provided in Rule 23, shall be allowed "held-for-service" credit of 6:50 hours for each 24-hour period from expiration of layover and actual time up to 6:50 hours for less than a 24-hour period.

Employes held for service at home station by direction of the management shall be credited with 6:50 hours for each 24-hour period and actual time up to 6:50 hours for less than a 24-hour period. Regularly-assigned employes so held shall be allowed total credits (including actual service) of not less than the credits they would have earned on their regular assignment.

Q-1. Shall an employe held out of service pending an investigation be credited under this Rule for time lost?

A-1. No, but see Rule 56.

RULE 14. Payment for Hours Credited. An employe shall be paid at his established hourly rate for all time credited on the hourly basis within the limits of the basic month, not paid for otherwise.

Q-1. How could time be "otherwise" paid for?

A-1. At the monthly or daily rate, where time credited on the day-service basis did not average more than 6:50 hours per day for the days paid for.

RULE 15. Payment for Overtime Credits. An employe shall be paid at his established overtime hourly rate for all hours credited within a calendar month in excess of the basic month.

Example: A porter makes one round trip in a regular assignment requiring 14 men and carrying alternative credit of 95 service hours, and in addition performs irregular service during the same

calendar month carrying 170 credit hours. He should be paid for 14 days at his daily rate, for 145 hours at straight-time hourly rate and for 25 hours at the rate of time and one-half. (95 hours + 170 hours = 265 hours).

RULE 23. Layovers Applicable to Incompleted Regular and to Irregular Service. A layover of two and one-half (2½) hours for each hour of credited service, less time en route not credited, if any, with a maximum layover of 36 hours at an away-from-home station, shall apply to the following classes of service:

Regular service where round trip assignment is not completed.

Extra-in-line service.

Special service.

Extended special tour.

For the purpose only of applying Rule 46, a ~~minimum~~ maximum layover of 7 days shall apply at home station.

Similarly, a layover of two and one-half (2½) hours for each hour of credited service, less time en route not credited, if any, with a maximum layover of 24 hours at an away-from-home station, shall apply to the following classes of service:

Deadheading on car.

Deadheading on pass at direction of management (except in connection with witness service).

(See following examples)

Class of Service	Reported			Released			ELAPSED TIME		TIME EN-ROUTE NOT CREDITED		NET SERVICE		ACTUAL LAY-OVER		LAY-OVER 2½-FOR-1 BASIS		TIME HELD IN EXCESS OF 2½-FOR-1 LAYOVER		"HELD" TIME CREDITED	
	Station	Date	Hour	Station	Date	Hour	H	M	H	M	H	M	H	M	H	M	H	M	H	M
EXAMPLE NO. 1 (Chicago East District Porter)																				
X Line 19	Chicago	1	10.00a	LosAng.	3	2.00p	54	00	8	00	46	00			36	00				
Held	Los.Ang.	3	2.00p	LosAng.	6	6.30p							76	30			40	30	13	40
DH	Los.Ang.	6	6.30p	Chicago	9	7.50a	59	20	28	35	30	45			48	17				
Net service time credited ..... 76:45 Net "Held" time credited..... 13:40 TOTAL time credited..... 90:25							113	20	36	35	76	45							13	40
EXAMPLE NO. 2. (Chicago Central District Porter)																				
DH on car	Chicago	11	7.00p	NewYork	13	7.30a	35	30	15	00	20	30	9	00	24	00	0	00	0	00
X Line 1620	New York	13	4.30p	Albany	13	9.50p	5	20	0	00	5	20			13	20				
Held	Albany	13	9.50p	Albany	16	10.00a							60	10			46	50	13	40
DH on car	Albany	16	10.00a	Wh.River	17	12.30a	14	30	4	15	10	15	12	35	21	22	0	00	0	00
Special	Wh.River	17	1.05p	Detroit	18	9.00a	19	55	4	00	15	55	6	30	35	47	0	00	0	00
X Line 1112	Detroit	18	3.30p	Boston	19	10.50a	19	20	4	00	15	20			34	20				
Held	Boston	19	10.50a	Boston	21	1.30p							50	40			16	20	6	50
X Line 1101	Boston	21	1.30p	Chicago	22	1.00p	24	30	4	00	20	30			47	15				
Net service time credited ..... 87:50 Net "Held" time credited ..... 20:30 TOTAL time credited 108:20							119	05	31	15	87	50							20	30
EXAMPLE NO. 3. (Buffalo District Porter)																				
X Line 1570	Buffalo	21	7.05p	NewYork	22	8.30a	13	25	4	00	9	25	11	30	19	32	0	00	0	00
X Line 1527	NewYork	22	8.00p	Roch.	23	9.00a	13	00	4	00	9	00	11	00	18	30	0	00	0	00
Special	Roch.	23	8.00p	Cleve.	24	8.30a	12	30	4	00	8	30			17	15				
Held	Cleve.	24	8.30a	Cleve.	25	7.00a							22	30			5	15	5	15
DH on car	Cleve.	25	7.00a	Galion	25	10.10a	3	10	0	00	3	10			7	55				
Held	Galion	25	10.10a	Galion	25	7.00p							8	50				55		55
Special	Galion	25	7.00p	Roch.	26	9.00a	14	00	4	00	10	00	2	00	21	00	0	00	0	00
DH on car	Roch.	26	11.00a	Buffalo	26	12.45p	1	45	0	00	1	45			4	22				
Net service time credited ..... 41:50 Net "Held" time credited ..... 6:10 TOTAL time credited 48:00							57	50	16	00	41	50							6	10

RULE 25. Periodic Relief in Overnight Runs.

(This Rule eliminated, effective September 1, 1949.)

EXTRA EMPLOYES

RULE 46. Operation of Extra Employes Out of Home Station. Extra employes, when available, except as provided herein, shall be used "first in, first out" after expiration of layover, as provided in Rule 22 following completion of a round trip in a regular run, and as provided in Rule 23 following all other types of service, in which latter event the layover shall be that accruing to the last or home-bound trip.

When there is service requiring two or more employes at the same hour and employes eligible under this rule have layovers expiring simultaneously, the senior employe shall have his choice. Likewise, when there is requirement for one employe and there are two or more employes eligible under this rule whose layovers expire at the same hour, the senior employe shall be given the assignment.

An employe excused from an assignment under this rule shall immediately revert to the foot of the extra list, which shall be the position immediately following the name of the employe having the longest layover at the time.

Witness service of less than 6:50 hours, station duty, and "called and not used" shall not be considered assignments under this rule.

This rule shall not operate to prohibit the use of an employe out of an away-from-home station, preferably in service toward his home station.

An employe relieved from service because of illness, injury, or a leave of absence, when again reporting for duty shall have his name entered at the foot of the extra list. Likewise, an employe received on temporary transfer or one recalled from furlough shall have his name entered at the foot of the extra list.

An employe who has served a suspension shall, upon completion of such time, have his name entered on the extra list in the position he would occupy had such

time been treated as layover. (An employe suspended shall be given definite advice of the date and hour the suspension expires).

Exceptions to "first in, first out" provision:

(1) Use of employes while serving their six months' probationary period.

NOTE: It is understood that under this exception the management will use such extra employes with a view to giving them the greatest variety of experience.

(2) Use of employes with less than two years' service in filling "in-charge" assignments.

NOTE: When no two-year employes are available on the extra list, regular line employes may be used.

(3) Use of employes, irrespective of seniority or assignment, in filling private car or unusual special service requirements.

Q-1. What is a private car?

A-1. A car so designated in the Company's descriptive list of cars.

Q-2. What constitutes an unusual special service requirement?

A-2. A car provided for an individual or individuals of prominence, such as a Governor of a State, or a President of a Railroad.

(4) Use of a regularly assigned employe while held out of line for "witness" service.

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This Agreement shall continue in force until changed in accordance with the provisions of the Railway Labor Act.

Signed at Chicago, Illinois, this 8th day of August, 1949.

FOR THE PULLMAN COMPANY:

M B Osborn
Vice-President, Operating

FOR THE EMPLOYES:

A. Philip Randolph
International President, Brotherhood of Sleeping Car Porters

NEW HAVEN LINES RETURNED TO PULLMAN CO.

New York District Parlors	Boston District Parlors
Trains 8-25	Trains 9-20
12-27	
11-26	
53-54	
58-59	
26-27 2 cars	
13-28	

Buffet Lines

To Springfield

Trains 64
76
80
28/416
94/53
144 to Pittsfield

To Boston	Trains
8-25	9-20
58-59	22-23
12-27	14-15
11-26	
13-28	

Lines Pooled with sleeping cars and parlor cars
New York Operation

Trains 2-15
14-3
2-23
2-23
22-3
22-3

Total 6

The Pullman Company has requested that buffet lines on trains 11-26 and 13-28 be transferred to Boston. The present line-up gives New York five(5) buffet operations between Boston and allots to Boston three operations. Since Boston has no commissary men available for additional operations, it is better to exchange 11-26 and 13-28 for lines on trains 14-15 and 22-23 and keep the present line-up intact.

In re-allocation of parlor car lines to Boston, it is suggested that lines be given them that have Boston layovers; thus two cars on trains 26-27 on the Boston side and trains 11-26 and 13-28.

MEMORANDUM

September 2,1949

The New Haven men have been instructed to report at Grand Central to the Pullman office to sign up for the Group Insurance in order that a compiled report and a request may be made to the Prudential Insurance Company for the re-instatement of their policies that were cancelled as result of going over to the New Haven.

The New Haven is operating a rear-end club car,the observation car on the Merchants Limited with their employees,an attendant and a bus-girl. The Pullman Commissary Agent,Mr. Kenner states that no seats are sold in the car and the car is not stocked by them;thus we cannot claim the jobs,but would appreciate it if we investigated and took the matter up with the New Haven.

Mr. Carroll in a telephone conversation today indicated that he would study the pooling of the parlor car lines with sleeping car lines with a view to realigning them. He further stated that the present line-up was approved by the Chicago office.

The Management wishes the opportunity to operate the club cars by hold-down assignments until the lines are awarded on these trains about the 15th of the month. The present arrangement requires a great expense in checking daily every line when filled by extra men.

Bus-boy Simon Rivera of New York District who has been returned from the New Haven requests that he be permitted to transfer to Boston as an attendant since he lives in Boston. Mr. Carroll is agreeable to this as there is a need of extra attendants in the Boston district.

Mr. Saasa,Pullman Porter Instructor in Boston has been making derogatory remarks regarding the Brotherhood and the part we played in the Memorandum of Understanding with the Company. His attitude has incensed a large number of mem against our Organization. Mr. J. L. Williams,Secretary-Treasurer of Boston will file a complaint against him with this office.

The following employees who have attained age 70 years have been retired;

J. H. Hogans
R. H. Frazier
B. F. Creasy
A. D. Roane
C. Moore
A. Mitchell

Porter A. L. Carter,Penn Terminal died September 1,1949. His widow has been visited and give information concerning her survivor benefits under the Railroad Retiremnet Act and will file same in our office.

MEMORANDUM OF UNDERSTANDING REGARDING NEW YORK, NEW HAVEN AND HARTFORD RAILROAD PARLOR CAR SERVICE TO BE ACQUIRED BY THE PULLMAN COMPANY EFFECTIVE SEPTEMBER 1, 1949.

It is hereby understood and agreed between The Pullman Company and its porters, attendants, maids and bus boys, represented by the Brotherhood of Sleeping Car Porters, that the following exceptions shall be made to Rule 34. New Service Acquired by Company when New York, New Haven and Hartford Railroad parlor car operations are acquired by The Pullman Company effective September 1, 1949:

(a) The runs involved in the New York, New Haven and Hartford Railroad parlor car service to be acquired by The Pullman Company shall be assigned to the New York District and the Boston District in accordance with the provisions of Rule 40. Assignment of Runs to Districts. These runs shall be bulletined on September 1, 1949, in the New York District and the Boston District. Until awards are made on these bulletins, the assignments shall be filled from the extra boards of the New York District and the Boston District.

(b) Porters, attendants and bus boys now employed by the New York, New Haven and Hartford Railroad Company, and who were in an employment status with The Pullman Company at the time the operation of parlor cars was taken over by the New York, New Haven and Hartford Railroad Company February 1, 1948, shall be reinstated on Pullman seniority rosters effective September 1, 1949, with the same seniority dates and relative positions held by them on January 31, 1948, in the districts at which they were formerly employed. These employes shall have full seniority and displacement rights on Pullman sleeping and parlor car service in their respective districts. They shall operate on the extra boards until awards are made in the parlor car runs to be bulletined September 1.

(c) Porters, attendants and bus boys now employed by the New York, New Haven and Hartford Railroad Company and assigned to parlor car service to be taken over by The Pullman Company September 1, 1949, who were employed by that railroad on or after February 1, 1948, shall be placed on Pullman seniority rosters effective September 1, 1949, in either the New York District or the Boston District with the same seniority dates and relative positions held by them on the New York, New Haven and Hartford Railroad parlor car employe seniority roster. These employes shall have full seniority and displacement rights in accordance with such seniority dates on sleeping and parlor car service in the district where these employes are placed on the Pullman seniority rosters. They shall operate on the extra boards until awards are made in the parlor car runs to be bulletined September 1.

(d) Porters, attendants and bus boys now employed by The Pullman Company and who appear on the seniority rosters in the New York District

and the Boston District shall effective with the bulletining of the New York, New Haven and Hartford parlor car runs on September 1, 1949, be allowed to exercise full seniority rights in bidding for such runs and shall have displacement rights in such service after the awards are made.

(e) Porters, attendants and bus boys now operating in New York, New Haven and Hartford Railroad parlor car service who are 70 years of age or over shall not be taken up in Pullman service.

Signed at Chicago, Illinois, this 22nd day of August, 1949.

FOR THE PULLMAN COMPANY:

H R Lowry

Supervisor of Industrial Relations

FOR THE EMPLOYES REPRESENTED BY THE BROTHERHOOD OF SLEEPING CAR PORTERS:

A Philip Randolph

International President, Brotherhood of Sleeping Car Porters.

Agreement

between

THE PULLMAN COMPANY

and

Porters, Attendants, Maids
and Bus Boys in the Service
of The Pullman Company

in the United States of America
and Canada

Represented by the

Brotherhood of Sleeping Car Porters

Revised,
Effective January 1, 1953

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PREAMBLE

AGREEMENT

Between The Pullman Company and the Porters, Attendants, Maids and Bus Boys in its service in the United States of America and in Canada, represented by the Brotherhood of Sleeping Car Porters.

It is hereby agreed between The Pullman Company and the Porters, Attendants, Maids and Bus Boys in its service, represented by the Brotherhood of Sleeping Car Porters, that the following rules shall govern the rates of pay and working conditions of all employes of The Pullman Company in their performance of service as porters, attendants, maids and bus boys, and their rights as such.

SCOPE

RULE 1. Scope. This Agreement shall apply to all employes of The Pullman Company in their performance of service in connection with sleeping, parlor, buffet, restaurant, dining, broiler, recreation, club and composite cars operated by The Pullman Company, which employes are classified as

(a) Porters, including porters in charge when so designated;

(b) Attendants, including attendants in charge when so designated and attendants assigned to kitchen work.

(Attendants are employes assigned to buffet, club, broiler, restaurant, dining, composite and recreation cars operated by The Pullman Company who, in addition to other duties, are held accountable for commissary supplies and equipment on such cars);

(c) Maids; and

(d) Bus Boys.

Q-1. What is a bus boy?

A-1. A bus boy is an employe assigned to assist an attendant in the handling of all work necessary to be performed on buffet, club, broiler, restaurant, dining, recreation and composite cars operated by The Pullman Company and which cars are equipped to provide commissary service. The bus boy shall perform such duties as he may be directed to by the attendant in charge.

RATES OF PAY

RULE 2. Rates of Pay. The following rates of pay shall be applicable to all employes covered by this Agreement:

(a) **Monthly rates for porter and attendant service—**

(Basic Rates Effective February 1, 1951)

Class of Service	Minimum	Over 2 to 5 Years	Over 5 to 15 Years	Over 15 Years
Standard Cars	$259.08	$262.58	$266.58	$270.08
Tourist Cars	265.58	269.08	273.08	276.58
Private, Buffet, Club and Composite Cars	271.58	275.08	279.58	281.18
Swing	267.58	272.08	275.58	279.58
Deadhead Porters	259.08	262.58	266.58	270.08
Deadhead Attendants	271.58	275.08	279.58	281.18

(b) **Monthly rates for maid service—**

All Cars	$258.98	$260.08	$263.58	$267.08

(c) **Monthly rates for bus boy service—**

All Service	$258.38	$261.88	$266.38	$267.98

(Progressive rates for bus boys effective January 1, 1953.)

(d) **Rates of pay for "in-charge" service—**

An employe equipped for and assigned to "in-charge" service consisting of one car shall be paid at the rate of $20.25 per month in addition to his established rate of pay, except that the differential for "in-charge" service on private cars shall be at the rate of $26.75 per month.

An employe assigned to run "in-charge" of two or more cars shall be paid the conductor's minimum rate for time actually in such service.

(e) Rates of pay for training student employes—

An employe assigned to train student employes in road service shall be paid at the rate of $26.75 per month in addition to his established rate of pay for the actual days the student employe is paid while under his supervision.

(f) Rates of pay for "kitchen work"—
(Effective 10-26-43)

An attendant confined to work in the "kitchen" of a private, restaurant or composite car shall be paid at the rate of $40.25 per month in addition to his established rate of pay.

(g) Daily and hourly rates of pay—

The daily rate of pay of an employe shall be determined by dividing his monthly rate by the number of days there are in the current month; his hourly rate, by dividing his monthly rate by 205.

(h) Applying progressive rates of pay—

When a leave of absence is granted for a period of more than 30 days, the time in excess of 30 days shall be deducted in the application of progressive rates of pay. Likewise, when an employe is furloughed for a period of more than 90 days, the time in excess of 90 days shall be deducted. Separate periods of leave or furlough shall not be cumulative when service intervenes. An extension of a leave shall be considered as a continuous period.

(i) Overtime rates of pay—

Time credited in excess of 205 hours, within a calendar month, shall be paid for as overtime at pro rata hourly rates up to and including 240 hours. Time in excess of 240 hours shall be paid for at the rate of time and one-half.

BASIC MONTH

RULE 3. Basic Month. 205 hours' work, credited to a calendar month as hereinafter provided, shall constitute a basic month's service.

Where a regular assignment is less than 205 hours' work per month, deduction shall not be made from the respective established monthly wage in consequence thereof.

RULE 4. Sleep Periods. (a) Where the requirements of the service will permit employes shall be released from duty for sleep for 3 hours on overnight runs of 12 hours or less elapsed time, and 4 hours each night on runs of over 12 hours elapsed time. Sleep periods shall be granted between the hours of 9:30 P.M. and 6:30 A.M., and for regular assignments shall be designated in the operating schedules. During each sleep period the employe shall be provided with a suitable place for sleeping, such as a suitable porter's berth, an upper berth or a berth in a dormitory car.

(b) **Exceptions:**

(1) Deductions of time released for sleep in an overnight trip shall not be made to an extent which will reduce credited hours to less than 6:50 hours for the trip.

Q-1. What is meant by an overnight trip?

A-1. Any operation, the elapsed time of which is less than 14 hours, where the reporting and release time embrace the hours from 12 midnight to 6 A.M.

(2) Extended Special Tours

A maximum of 6 hours may be deducted per night, provided the employe is released for sleep. The sleep period shall be verified by the Pullman conductor, or

employe "in-charge." Deduction shall be made for the time released up to the maximum established.

Q-1. What is an extended special tour?

A-1. A special service movement of 72 hours or more elapsed time, from time required to go on duty at point cars are placed in service to the time cars are released from the special service movement.

(3) It is understood the requirements of the service may not always permit granting sleep periods to the extent provided in this Rule, and where the scheduled period of sleep is not obtainable, the deductible hours shall be reduced by the difference between the scheduled sleep period and the time actually released for sleep. Any loss of scheduled sleep shall be verified and explained by the Pullman conductor or employe in charge. No deduction shall apply to any release for sleep of less than 2 consecutive hours.

Any of the scheduled sleep periods not obtained shall be paid for at the hourly rate in addition to all other earnings for the month and shall be credited and paid for in the payroll period in which the loss of sleep occurred.

BASIS OF CREDITING DAYS AND HOURS

RULE 5. Crediting Days in Road Service. In regular assignments, employes working full time shall be credited for each round trip performed the number of days there are employes in the assignment, as covered by operating schedule, except in assignments such as weekly, alternate-day, semi-weekly, tri-weekly and

"clocker" operations. The days credited for such latter assignments shall be those provided by the operating schedule.

When the days credited for the last trip in a month extend into the succeeding month, they shall be prorated by allowing one day's credit for each calendar day remaining in the month (including day of departure if reporting time on such day is before noon) in which the trip was started and crediting the balance of the days to the succeeding month.

Example: A porter in a Chicago-Los Angeles assignment requiring 14 men and carrying hourage credit of 95 hours (49:30 hours westbound and 45:30 hours eastbound) in making a "lapover" trip on the following schedule:

Report	Chicago	8:00 P.M.	June 27
Released	Los Angeles	7:30 A.M.	June 30
Report	Los Angeles	8:00 P.M.	July 1
Released	Chicago	7:30 A.M.	July 4

should be credited with 3 days in June and 11 days in July.

An employe (regular or extra) working part time in regular assignment, or on extra-in-line cars operated on the same train, or section thereof, between the same terminals as the regular line car, shall be credited for a round trip the number of days there are employes in the regular assignment, as covered by operating schedule; a complete one-way trip in such service shall carry a credit of one-half of the round trip assignment.

Q-1. How shall an employe making less than a complete one-way trip in a regular assignment be credited?

A-1. On the hourly basis, under the rule for crediting hours in road service.

Time in excess of an average of 6:50 hours a day for the actual days credited in a part-time regular asignment shall be credited on the hourly basis, but such excess may be absorbed during the same month by the undertime hours in a similar assignment.

Example: During the month a porter makes one round trip in each of two regular assignments. One exceeds an average of 6:50 hours a day for the days credited and the other is an undertime run. The first trip has a credit of 4 days on the day-service basis and an alternative credit of 30:20 hours; the second trip has a credit of 5 days on the day-service basis and an alternative credit of 32:10 hours.

A porter making these two trips accumulates 9 days' credit on the day-service basis and an alternative credit of 62:30 hours. This employe should be credited on the day-service basis for 9 days and would have a balance of 1 hour credited on the hourly basis because 2 hours of the excess time on the first trip would be absorbed by the 2 hours' undertime on the second trip.

RULE 6. Crediting Hours in Road Service. In all classes of road service, except deadheading, the time of each trip shall be credited from the time required to go on duty until released from duty, less deductions, if any. In regular assignments, time credited in excess of the normal operating schedule due to delayed arrival of trains, up to 205 hours within a calendar month, shall constitute a part of the regular assignment.

In regular assignments, where the days credited for the last trip in the month extend into the succeeding month, the service hours in the trip shall be prorated by allowing 6:50 hours' credit for each day credited in the month in which the trip was started and crediting the

balance of the hours to the succeeding month, except that late arrivals on trips (one way or round trips) completed within a month shall be credited in the month in which they occur.

Example: A porter in a Chicago-Los Angeles assignment requiring 14 men and carrying hourage credit of 95 hours (49:30 hours westbound and 45:30 hours eastbound) in making a "lapover" trip on the following schedule:

Report	Chicago	8:00 P.M.	June 27
Released	Los Angeles	7:30 A.M.	June 30
Report	Los Angeles	8:00 P.M.	July 1
Released	Chicago	7:30 A.M.	July 4

should be credited, under the rule for crediting days in road service, with 3 days in June and 11 days in July; and on the basis of the above Rule should receive alternative credit of 20:30 hours in June and the balance of 74:30 hours in July.

RULE 7. Deadhead Service. Employes deadheading, either on passes or cars, on Company business (except in connection with witness service) shall receive credit of 10:15 hours for each 24-hour period, and actual time up to 10:15 hours for less than a 24-hour period, time to be computed from time required to go on duty until arrival at destination, with a minimum credit of 6:50 hours where overnight trips are involved.

Q-1. Shall two or more succeeding trips deadheading on passes or equipment be coupled together and treated as a continuous trip?

A-1. Yes, provided no "held-for-service" time intervenes and the two deadhead trips involved do not include arrival at and departure from home terminal.

Example:

Leave	Miami	10:30 P.M.	1st day
Arrive	Jacksonville	6:30 A.M.	2nd day
Leave	Jacksonville	11.30 A.M.	2nd day
Arrive	Washington	8:30 A.M.	3rd day

The elapsed time on continuous trip basis is 34 hours. As no "held-for-service" time intervenes at Jacksonville, an employe making these two deadhead trips should be credited with 20:15 hours, instead of 8 hours for the first trip and 10:15 hours for the second trip.

Q-2. What is meant by an overnight trip for the purpose of this Rule?

A-2. A deadhead trip in which the reporting time and arrival time embrace the hours from 12 midnight to 6 A.M.

RULE 8. Station Duty. (a) When an extra employe is required to perform station duty or when called and reporting for road service and not used, such time shall be credited on the hourly basis and paid for in addition to all other earnings for the month with a minimum credit of 4 hours for each call if no other service follows continuously.

(b) When a regularly assigned employe is required to perform station duty or when called and reporting for road service and not used, such time shall be credited on the hourly basis and paid for in addition to all other earnings for the month, with a minimum credit of 6:50 hours for each call.

(c) Employes who are instructed to remain beyond their normal release time after arrival to be interviewed, to receive special instructions, for uniform inspection, or to make statements in connection with service matters, shall

be compensated for the actual time required to remain, with minimum credit and pay of 1 hour in addition to all other earnings for the month.

(d) Employes who are required to leave their place of residence (at home station or opposite terminal) and report to a Company representative for interview, special instructions, uniform inspection, or to make statements in connection with service matters shall be compensated in accordance with paragraphs (a) and (b) of this Rule, except that an employe called for interview concerning incidentals and Commissary shortages shall not be compensated.

Q-1. What is station duty?

A-1. Station duty is any work performed by an employe at terminals where Pullman offices are located, other than that required of an employe assigned to road service, but it may include assisting such employe in preparatory work, including receiving.

Q-2. Is an employe entitled to credit for station duty at an away-from-home station?

A-2. Yes, if called upon to perform such service during layover or during time that is not credited as "held for service."

Q-3. An employe performs 2 hours station duty and then immediately goes into road service. What credit for station duty shall he receive?

A-3. 2 hours.

Q-4. Is time spent attending safety and service meetings to be credited as station duty, or otherwise?

A-4. No.

RULE 9. Witness Service. An employe required by the Management to appear as witness in court proceedings shall receive credit of 6:50 hours for each 24-hour period and actual time up to 6:50 hours for less than a 24-hour period, while in such service, and allowed legitimate and reasonable expenses actually incurred.

RULE 10. Held for Service. An employe in extra, deadhead, or in incompleted regular service held at any point away from his home station beyond the layover established for his immediately preceding trip, as provided in Rule 21, with a maximum of 24 hours, shall be allowed "held for service" credit of 13:40 hours for each 24-hour period from expiration of layover and actual time up to 13:40 hours for less than a 24-hour period.

An employe operating in regular assignment who is held at the away-from-home station beyond the specified layover of the assignment shall be allowed hourly credit and pay from expiration of layover up to 6:50 hours for each succeeding 24-hour period. If the employe arrives at the away-from-home terminal after the specified layover has expired, "held-for-service" time will start after 12 hours from time he is released.

Employes "held for service" at home station by direction of the Management shall be credited with 6:50 hours for each 24-hour period, and actual time up to 6:50 hours for less than a 24-hour period. Regularly assigned employes so held shall be allowed total credits (including actual service) of not less than the credits they would have earned on their regular assignment.

Q-1. Shall an employe held out of service pending an investigation be credited under this Rule for time lost?

A-1. No, but see Rule 57.

RULE 11. Release of Less Than One Hour Between Trips. Time between trips shall be computed as continuous in all cases where the interval from time of release until again resuming duty is less than one hour.

Q-1. An employe performs deadhead service immediately prior to or following a service movement where the interval between movements is less than one hour. Shall layover for held-for-service purposes be determined on the basis of the combined credits for the deadhead and service movements?

A-1. Yes.

BASIS OF PAYMENTS

RULE 12. Payment for Days Credited. An employe completing a regular monthly assignment, properly credited, shall be paid his established monthly wage for such time, except where payment therefor on the hourly basis will produce a greater amount.

Q-1. Why are the words "properly credited" used in this Rule?

A-1. To emphasize that the crediting of time for employes on regular assignments must take into consideration rules providing for the following conditions:

(a) The deduction of time for sleep periods;

(b) The prorating of time when the last trip in the month extends into the following month;

(c) The inclusion of time credited in excess of the normal operating schedule due to delayed arrival of trains; and

(d) The crediting of time for trips made on layover or relief days in addition to monthly assignments.

Q-2. An employe completes a round trip in regular assignment in June carrying 12 days' credit and has 4 days' layover credit extending into July. He then lays off or leaves the service. How shall this employe be paid for this trip?

A-2. He shall be paid 8/30ths of his monthly wage for June and 4/31sts of his monthly wage for July.

An employe working part of a month in service credited on the day-service basis shall be paid his current daily rate for such time, except where payment therefor on the hourly basis will produce a greater amount.

RULE 13. Payment for Hours Credited. An employe shall be paid at his established hourly rate for all time credited on the hourly basis within the limits of the basic month, not paid for otherwise.

Q-1. How could time be "otherwise" paid for?

A-1. At the monthly or daily rate, where time credited on the day-service basis did not average more than 6:50 hours per day for the days paid for.

RULE 14. Payment for Overtime Credits. An employe shall be paid at his established overtime hourly rate for all hours credited within a calendar month in excess of the basic month.

Example: A porter makes one round trip in a regular assignment requiring 14 men and carrying alternative credit of 95 service hours, and in addition performs irregular service during the same calendar month carrying 170 credit hours. He should be paid for 14 days at his daily rate, for 145 hours at straight-time hourly rate and for 25 hours at the rate of time and one-half (95 hours plus 170 hours = 265 hours).

RULE 15. Additional Pay When Used On Layover or Relief Days. (1) A regularly-assigned employe who performs service on his specified layover or relief days in his own or another regular assignment shall be paid for the days doubled on the day-service basis as a part of the scheduled assignment and, additionally, shall be paid for the hours credited on the double at half-time rate. Service performed by a regularly-assigned employe on his specified layover or relief days in irregular service shall be paid for on the hourly basis at the rate of time and one-half.

(2) When excess hours are included in payment on day-service basis, they shall not be paid for as overtime, except that hours so credited in excess of 240 per month shall be paid for additionally at half-time rate.

(3) An employe operating in a regular assignment which has a preferred side (see Question and Answer 2, Rule 40), whose operation is disturbed, shall be restored promptly after return to his home station to his regular side of his run. He shall be paid for such held-for-service time as may accrue in restoring him to his regular assignment.

(4) "Sides" shall not be recognized in assignments other than those having preferred sides. However, when a regularly-assigned employe is doubled, he shall be paid such held-for-service time as may accrue in restoring him to his regular assignment.

Q-1. An employe is doubled in a regular asment 24 hours prior to the expiration of his regular layover, and is credited with 20 hours of service within this period. How shall he be paid for this double?

A-1. He shall be paid on the day-service basis as a part of the regular scheduled operation, the same as on any other

regularly-scheduled trip and, additionally, for 20 hours at half-time rate, and such held-for-service time as may accrue in restoring him to his regular assignment.

RULE 16. "In-Charge" Service. An employe in regular assignment equipped for and operating "in-charge" of one car shall be paid at his "in-charge" rate whether operating "in-charge" for the whole trip or only a portion thereof, or whether in one direction only or in both.

An employe in special service equipped for and operating "in-charge" a portion of a trip shall be paid his "in-charge" rate for the calendar days, any portion of which he is actually "in-charge."

RULE 17. Instruction Period. An employe, when hired, shall be placed under instruction for a reasonable period and shall be paid for such instruction period at his daily rate of pay.

RULE 18. Cleaning Interior of Cars. Employes required to perform interior cleaning of cars at layover points, as specified in operating schedules or otherwise authorized, shall be paid at the rate of $1.00 per cleaning.

RULE 19. Pay Periods. Employes shall be paid not less frequently than semi-monthly.

LAYOVERS AND RELIEFS

RULE 20. Layovers in Regular Assignments. Specific layovers at each terminal shall be designated in operating schedules for regular assignments.

RULE 21. Layovers Applicable for Purpose of Computing Held-for-Service. For the purpose of computing held-for-service, a layover of 2½ hours for each hour of credited service,

less time enroute not credited, if any, with a maximum layover of 24 hours at an away-from-home station, shall apply to the following classes of service:

Regular service which is terminated at a point where no specified layover is established;

Extra-in-line service;

Special Service;

Extended special tour;

Deadheading on car;

Deadheading on pass at direction of Management (except in connection with witness service).

The layover period of an employe filling a regular assignment shall expire with the expiration of the time paid for the services performed, which is the layover designated in the operating schedule.

RULE 22. Days Off Duty. Not less than 96 hours off duty each month in 24-consecutive-hour periods, or multiples thereof, shall be allowed at designated home terminal.

RULE 23. Periodic Relief in Overnight Runs. Not less than 3 employes shall be operated on overnight round trip runs which operate daily.

Q-1. What is meant by an overnight round trip run under this Rule?

A-1. Any operation where the spread of the trip includes the hours from 12 midnight to 6 A.M. in each direction.

Employes operating in one night round trip assignments shall be given a 24-hour relief period after not more than 4 round trips.

RULE 24. Prorating Relief. When an employe operating in an assignment carrying periodic relief fails to complete the cycle, he shall be paid the pro rata proportion of the scheduled relief.

Example: In an assignment requiring 2 employes, where relief of one day is granted after 2 round trips, employes (regular or extra) making one round trip shall be allowed 2½ days' pay; likewise, employes making one-way trip shall be allowed 1¼ days' pay.

SENIORITY RIGHTS AND ROSTERS

RULE 25. Basic Seniority Date. Seniority begins the day the employe's pay starts in the seniority district and in the class to which assigned. Where the pay of two or more employes starts upon the same day the employing officer shall designate the order in which the names of such employes shall appear on the seniority roster.

The seniority of an employe shall be confined to the district in which regularly employed.

RULE 26. Seniority Rosters. Separate seniority rosters of each class, showing name and seniority date of employes, numbered in chronological order, in the respective districts, shall be revised and posted as of January 1st each year in a place accessible to those affected.

The following rosters shall be established:

(a) Porters (including porters-in-charge)

(b) Attendants (including Attendants-in-charge and Attendants assigned to kitchen work)

(c) Maids

(d) Bus Boys.

A copy of each seniority roster shall be furnished the Chairman of the Local Grievance Committee in the respective districts at the time posted.

An employe shall have 60 days from date his name first appears on the roster to protest his seniority date or relative position on the roster, except, where an employe is absent on leave or because of sickness at the time the roster is posted, this time limit shall apply from the date such employe returns to duty. If no such protest is taken within the 60 day period, future appeals shall not be recognized, unless the employe's seniority date or relative standing on the roster is changed from that first correctly posted.

RULE 27. Districts Consolidated. When districts are consolidated the employes affected shall be allowed full seniority on the consolidated roster. Assignments in existence shall not be bulletined as new runs at the time of consolidation.

RULE 28. Districts Divided. When a district is divided and the roster is separated, the employes involved shall have the choice on the basis of seniority of remaining in the old district or of transferring to the new district at the time of separation. All transfers under this Rule shall be made with seniority rights unimpaired.

RULE 29. Districts Discontinued. When a district is discontinued and runs are transferred, employes assigned to such runs, or an equivalent number, and a proportionate number of the extra employes, may transfer with the runs to the new point of operation, but such runs shall not be bulletined as new runs at the time of transfer. However, any vacancies caused by regularly-assigned employes not transferring shall be bulletined in the district

to which the run is transferred. Employes so transferred shall be allowed full seniority in the district to which transferred and their names shall be added to the seniority roster of that district in accordance with their full seniority rights.

Employes not so transferred shall, upon application, be privileged to transfer elsewhere under the provisions of Rule 30.

RULE 30. Permanent Transfer to Another District or Class. (a) When employes permanently transfer from one district to another (except as provided in Rules 27, 28, 29, 32 and 33), their seniority in the district to which transferred shall begin with the date of permanent transfer and they shall lose all seniority in the district from which transferred. Employes shall not be compelled to accept a permanent transfer to another district. The names of employes permanently transferred shall be posted for 30 days immediately after transfer in the district from which transferred.

(b) With Management's approval, an employe may transfer within the district where his name appears on the seniority roster from one class of service to another, coming within the scope of this Agreement with retention of accumulated seniority. However, when an employe transfers from one class of service to another his seniority in the class from which transferred will be retained and he will begin to accumulate seniority in the class to which transferred as of the date of transfer. His name shall appear only on the seniority roster of the class in which he is currently working. If such employe subsequently transfers back to a class in which he had previously worked, he would return with the same seniority he had in that class at the time he transferred from it. Likewise, if he again transfers to a second class of service in which he had previously

worked, he will take up seniority in that class where he left off. The names of employes permanently transferred from one class to another within the same district shall be posted for 30 days immediately after transferred.

NOTE: For the purposes of this paragraph the Chicago Commissary and the other Chicago districts shall be considered "the district."

(c) When attendants are needed, bus boys in that district shall be given the oportunity to transfer to the attendants' roster on a basis of seniority, fitness, and ability; fitness and ability being sufficient, seniority shall govern.

RULE 31. Temporary Attendant or Bus Boy Rosters. In districts where commissary service now is operated or may be inaugurated in the future and seniority rosters for attendants or bus boys are not established, Management shall be privileged to establish temporary attendant or bus boy rosters under the following conditions:

(1) Attendants or bus boys from other districts operating such commissary service shall be given the oportunity to transfer to the temporary rosters without sacrificing their seniority in their home districts. Any additional requirements on these temporary rosters shall be filled by porters in the district concerned or by the employment of new porters, if necessary. All such porters shall be privileged to transfer to temporary rosters on a voluntary basis, seniority, fitness and ability to be considered; fitness and ability being sufficient, seniority shall govern.

(2) Existing seniority of employes transferred to temporary rosters shall not be impaired in any way and they shall continue to accumulate seniority in their re-

spective classes while on temporary rosters. Seniority on the temporary rosters shall begin with date of transfer and terminate upon leaving those rosters.

(3) Employes transferring to temporary rosters shall agree to remain on those rosters for at least 60 days.

(4) Employes transferring to temporary rosters shall have full displacement rights when returning to their permanent classifications, in accordance with the provisions of Rule 44.

(5) The bus boys' rate of pay shall apply to an employe transferring to a temporary bus boys' roster.

(6) Management shall advise the International President of the Organization in writing 5 days in advance of the establishment of a temporary attendant or bus boy roster.

(7) When new commissary service is established between a district having either a permanent or temporary attendant or bus boy roster and a district not having either such roster, the new commissary service shall be awarded to the district with the attendant or bus boy roster.

Exception: In the establishment of new commissary service on the "Clocker" operations between Philadelphia and New York, such commissary service shall be awarded to the district at which the long layover occurs.

(8) When new commissary service is established between two districts having **temporary** attendant or bus boy rosters the seniority of the senior extra porters of the two districts concerned shall determine which district will operate the new service.

(9) When new commissary service is established between a district having a permanent attendant or bus boy roster and a district having a temporary attendant or bus boy roster, the new service shall be awarded to the district having the permanent roster.

RULE 32. Runs Transferred to Another District. When a run is transferred from one district to another in the same city through change in ownership of roads over which it operates, terminal facilities or otherwise, the employes assigned to such run, or an equivalent number, may transfer with it, but such run shall not be bulletined as a new run at the time of transfer. However, any vacancies caused by regularly-assigned employes not transferring shall be bulletined in the district to which the run is transferred. Employes so transferred shall be allowed full seniority in the district to which transferred and their names shall be added to the seniority roster of that district in accordance with their full seniority rights.

RULE 33. New Service Acquired by Company. When sleeping or parlor car service is acquired by The Pullman Company, the employes taken over with such service shall retain their seniority rights in the lines acquired. When such service is consolidated with an existing district, the employes received by transfer shall begin to accumulate seniority rights in the district to which transferred as of the date taken over by The Pullman Company. Employes carried in the district at the time of transfer shall begin to accumulate seniority rights over the service acquired as of the date of transfer.

RULE 34. Temporary Transfers. When employes are transferred to other districts to work on seasonal runs or other temporary as-

signments, they shall retain their seniority in the district from which transferred, shall rank as junior to all employes in the district to which transferred and shall not accumulate seniority in such district, but shall exercise seniority rights among employes so transferred according to their seniority dates in their home districts.

RULE 35. Employes Promoted to Supervisory or Higher-Rated Positions. Employes promoted to supervisory or higher-rated positions with The Pullman Company shall retain their seniority rights unimpaired, shall continue to accumulate seniority during the time solely employed in such supervisory positions and shall have displacement rights as provided in Rule 44 when returning to road service. This Rule shall not be retroactive, but employes heretofore promoted and now filling such positions shall accumulate seniority from October 1, 1937.

Vacancies in positions of Custodian shall be offered in seniority order to employes coming under the provisions of this Agreement. Employes hereafter transferring to position of Custodian shall retain their seniority rights unimpaired, shall continue to accumulate seniority during the time solely employed as Custodian, and shall have displacement rights as provided in Rule 44 when returning to road service.

RULE 36. Employes Serving in Organization Positions. Employes elected or appointed to official positions in the Organization shall retain their seniority rights unimpaired, shall continue to accumulate seniority during the time solely employed in such official positions and shall have displacement rights as provided in Rule 44 when returning to road service.

RULE 37. Continuity of Seniority. No deductions shall be made from the seniority of employes coming within the scope of this

Agreement for time spent on authorized leaves of absence, furloughs or sickness.

ASSIGNMENT OF RUNS

RULE 38. Operating Schedules. Schedules of regular lines shall be prescribed by the Management and posted in places accessible to those affected or concerned.

RULE 39. Assignment of Runs to Districts. In the establishment of new service, consideration will be given to the seniority of extra employes in the districts involved in determining which district shall furnish the employes. The facilities of the district and the number of extra employes carried being sufficient, the run shall be given to the district where the extra employes have the greater seniority.

Q-1. What shall be considered new service?

A-1. The following shall be considered new service:

(a) Any additional service;

(b) Change of a terminal in an established run;

(c) A permanent change in the type of car regularly operated in a run which requires the assignment of an employe of a different classification under this Agreement.

Q-2. How shall "greater seniority" be determined?

A-2. It shall be the average seniority of the number of extra employes required for the service, starting with the senior extra employe.

Q-3. Who is the senior extra employe?

A-3. The employe whose name on the roster of the class involved immediately follows that of the junior employe

of the total number of employes of the class required to man the regular assignments of the district. To illustrate, if 55 porters are required to fill all of the regular porter assignments of a district, then the 56th porter of that district is the senior extra porter of the district. However, employes (other than furloughed employes) who have not performed service during the 6 months preceding the inauguration of the service shall not be counted in making this calculation.

ASSIGNMENT TO RUNS

RULE 40. Bulletining of Runs. (a) New runs, each side of a run which has preferred sides, also seasonal runs and vacancies known to be of more than 60 days' duration shall be promptly bulletined for a period of 10 days in the district where they occur. Employes desiring to bid for such runs shall file their applications with the designated official within the prescribed period and assignment shall be made within 5 days thereafter. Employes bidding on more than one bulletined run shall specify in their applications their first choice, second choice, etc.

The name of each employe assigned shall be immediately posted where the run or vacancy was bulletined.

An employe who has been assigned to a run shall be placed in it in seniority order after expiration of the layover from his preceding trip except that he shall be privileged to depart before the expiration of the layover from his preceding trip with the understanding that when an employe departs prior to the expiration of the layover from his preceding trip, the Company shall pay him straight time only for such "double" and shall not be required to pay

at a punitive rate for any punitive time which may result from such "double." The hours accumulated on such doubles shall not be included in the total hours for the month.

For the purpose of this Rule extra employes shall not be considered as having a layover. A regularly-assigned employe who is awarded another run shall have no rights in the run from which he bid.

Q-1. If an employe is absent for a period of more than 60 days because of illness, suspension, or leave of absence, shall the run vacated by such employe be bulletined as provided in this Rule?

A-1. Yes, the run shall be bulletined as soon as it is known that the employe will be absent for more than 60 days.

Q-2. What are assignments having preferred sides?

A-2. Assignments where the home layovers occur on the same day or days of a week, as for instance, runs requiring 1-1/6, 1-3/4, 2-1/3, 3-1/2, 4-1/5, 4-2/3, 5-1/4, 7, 9-1/3, 10-1/2, or 14 employes.

(b) An employe absent in service, on leave of absence, on suspension or vacation, or absent account illness during the period a run is bulletined and awarded to a junior employe shall have the privilege, fitness and ability being sufficient, to displace any junior employe assigned to a line during his absence. Such displacement rights shall be exercised within 20 days from the date he returns to his home terminal or returns to duty.

(c) When no bids are filed for a bulletined assignment, such assignment shall be filled by assigning the junior extra employe having sufficient fitness and ability therefor and who has served his probationary period. However, such

an employe shall not be assigned until the day before he is due out and such assignment shall not be made until the employe is available on that day. A senior extra employe shall have the right to displace into the line.

RULE 41. Resigning from Regular Assignments. A regularly-assigned employe may resign from his assignment by giving a 15-day written notice to his district representative, provided there is an employe on the extra board in that district who is junior to him and who has served his probationary period, including employes on temporary transfer in that district. The 15-day period shall commence at the time and date written notice of resignation is postmarked or is filed with his district representative.

An employe who resigns from his assignment shall not have displacement rights, but shall have the right to exercise his seniority to bid on bulletined runs or assignments.

An employe who resigns from an assignment shall be considered an extra employe at the expiration of the specified layover accruing to the last trip he makes in his assignment from which he is resigning and provided the 15-day resignation period has expired.

Where a regularly-assigned employe resigns from his assignment, the vacancy will be promptly bulletined.

A regularly-assigned employe who resigns his assignment and accepts a temporary transfer to another seniority district shall retain seniority in his home district.

RULE 42. Re-Bulletining Changed Runs. A change in terminal, any change in a run that creates or eliminates a preferred side, alteration of total home layover in excess of 10 per cent or change from or to an "in-charge" operation shall constitute a changed run which shall be bulletined as provided in Rule 40.

Where a run is changed for any cause which requires that it be re-bulletined, the senior employes in the assignment up to the number required for the changed operation shall be privileged to continue in the run until awards are made under the new assignment, except in cases where a run is changed from a non-in-charge to an in-charge run in which event the employes not qualified to run in-charge shall immediately be displaced and may exercise their displacement rights as provided in Rule 44.

RULE 43. Temporary Discontinuance of an Assignment. (a) Where a regular assignment has been temporarily discontinued or interrupted due to "acts of God," such as storms, hurricanes, earthquakes, floods, etc., the employes affected, when at or returned to their home station, shall not be considered as "held for service." Their names shall be placed on the extra list after expiration of layover and they may be assigned as extra employes in accordance with Rule 46 to service which will make them available for their regular assignment when resumed. If such an employe is due an assignment which would not make him available for his regular run, he will be excused and revert to the foot of the extra list.

(b) Where a regular assignment has been temporarily discontinued or interrupted due to causes other than "acts of God," the employes affected, when at or returned to their home station, shall be placed on the extra list after expiration of layover and as extra employes shall be subject to any assignment or assignments which will make them available for their next regular trip, if possible, or otherwise within a reasonable time. They shall not receive less credit than they would have earned on their regular runs had such runs not been temporarily discontinued, provided they do not refuse an assignment.

(c) When a regularly-assigned car is cut out en route and the run is blanked to the away-from-home station of the assignment the employe assigned to such run, when conditions permit, may be deadheaded to the away-from-home station of the run to protect the return trip of the assignment.

(d) When a regularly-assigned car having commissary features is temporarily replaced by another type of car having commissary features, either at the home station or at the away-from-home station of the attendant, the regularly-assigned attendant shall go out on the run, except that when at his home station, if he signifies a desire not to go out, the assignment shall be filled from the "extra" list of attendants. Under such circumstances the regularly-assigned attendant shall automatically revert to the "off" list with loss of time.

When a non-commissary car is temporarily substituted for a commissary car, an extra porter shall be assigned.

(e) Where the temporary discontinuance of a regular assignment under this rule extends beyond 15 days, the assignment shall be discontinued and the employe thus affected shall have displacement rights as provided in Rule 44. When the assignment is restored, it shall not be considered as new service under the provisions of Rule 39 but shall be rebulletined in accordance with the provisions of Rule 40.

RULE 44. Displacement Rights of Employes. An employe who loses his run through no fault of his own may apply for and shall have the right, in accordance with the provisions of Rule 45, to occupy any assignment covered by the same seniority roster in his district where his seniority is greater than that of an employe on such assignment. Displacements shall be made at the designated home

terminal of the run at least 3 hours prior to the reporting time of the run into which displacement is to be made.

The right of a displaced employe to apply for another assignment must be exercised within 20 days (480 hours) from the time and date of displacement (expiration of layover), except that when displaced while absent in service or absent on account of illness, suspension, leave of absence or vacation, the 20 days (480 hours) shall date from the time and date the employe returns to his home terminal from service or reports for duty at his home terminal following illness, suspension, leave of absence or vacation.

In the event an employe becomes ill, goes on vacation or on leave of absence, or is suspended after being displaced, the right to apply for another assignment must be exercised within 20 days (480 hours) from time and date of displacement.

For the purpose of this Rule, an employe desiring to displace a junior employe shall signify his intention in writing and shall immediately be considered as assigned to such a run and shall be permitted to enter the run in the same manner as provided in the third paragraph of Rule 40 (a).

An employe who has resigned from a regular assignment to accept a temporary transfer shall not have displacement rights in runs bulletined during the period he was absent on temporary transfer.

An employe absent in service or who is absent because of illness, suspension, leave of absence, or vacation, during the period an assignment is bulletined and awarded to a junior employe shall have the privilege of displacing such junior employe in accordance with the provisions of Rule 45.

RULE 45. Seniority, Fitness and Ability. Assignments to regular service, by bulletin or displacement, shall be made on the basis of seniority, fitness and ability; fitness and ability being sufficient, seniority shall govern.

Employes shall not be paid for time lost in the exercise of seniority.

In the event the senior applicant is not assigned and waives his right to appeal, he may, within 5 days from date of non-assignment, request the district representative of the Company to suggest a course of training or preparation designed to correct his shortcomings. Such suggestion shall be made, and if within 30 days thereafter, the employe is able to qualify without expense to the Company he shall be placed in the assignment for which he made application.

Exception: Where the expense for maid service is borne by a railroad company or companies, maids may be, in order to meet the wishes of the roads, assigned without regard to seniority.

EXTRA EMPLOYES

RULE 46. Operation of Extra Employes Out of Home Station. (a) Extra employes when available, except as provided herein, shall be used "first-in, first-out" in accordance with expiration of layover. The layover shall be the total credited hours the employe accumulated from the time he last left his home station until he returns, with a maximum layover of 5 days. Upon return to his home station, the employe shall promptly inform the signout office of the total number of credited hours accumulated since he last left his home station. Employes may report in person or by telephone to the signout office. Extra employes shall be furnished an assignment slip showing time and place required to report for duty, also destination.

(b) A regular signout period shall be established in each district and agency where a porters', attendants', maids', or bus boys' roster is maintained, at which time assignments will be made for a succeeding 24-hour period. Such 24-hour period shall be designated as a signout day, and the specific starting hour of the signout day shall be determined by local conditions. The signout period shall be determined by local conditions. The local representative of the Brotherhood of Sleeping Car Porters shall be notified in writing by the district representative at least 5 days in advance of any change in the schedule of the signout period or the signout day and bulletin shall be posted for the information of the empleyes.

(c) At the beginning of the signout period, all known assignments which have a reporting time falling within the next signout day shall be listed in the order of reporting time separately for each group of employes carried on rosters. Road service assignments (which include deadhead assignments) shall first be grouped in chronological order. Thereafter, station duty assignments shall be grouped in chronological order. During the specified signout period, such assignments shall be held for the required number of extra employes in the order of their standing on the extra list and those who are excused or who fail to make themselves available shall be dropped to the bottom of the extra list at the close of the signout period, except that an employe excused from station duty shall not lose his position on the extra list.

(d) An employe released at his home station following a road service assignment must register in person or by telephone before he will be considered for another assignment. He will be considered for assignment during a signout period only if he has previously registered at least one hour prior to the scheduled start of the signout period; however, if he registers

during the signout period, he shall be considered for assignments to be filled after the signout period is completed. It shall be the obligation of each employe to contact the signout office during the signout period to receive an assignment to which he is entitled.

(e) An assignment remaining unfilled at the close of the signout period and all assignments developing after the beginning of the signout period which have a reporting time prior to the end of the signout day shall be made to the remaining available employes of that group, according to their standing on the extra list, who are registered for that signout day, except that an extra employe assigned to station duty shall be given a road service assignment which both arises, and has a reporting time within his tour of station duty.

(f) When there is service requiring 2 or more employes with the same reporting time and employes eligible under this Rule have layovers expiring simultaneously, the senior employe shall be given the assignment with the farthest destination. Likewise, when there is requirement for one employe and there are 2 or more employes eligible under this Rule whose layovers expire at the same hour, the senior employe shall be given the assignment.

(g) An employe whose assignment is canceled or an employe who reports at his home terminal after the assignments have been made for the day, shall not be privileged to displace another local extra employe of his group already assigned, but may displace a regularly-assigned employe who is being "doubled." An employe shall not be removed from an assignment after reporting time of the assignment.

(h) An employe excused from an assignment outside of the signout period under this Rule shall immediately revert to the bottom of

the extra list, which shall be the position immediately following the name of the employe having the longest layover at the time.

(i) Witness service of less than 6:50 hours, station duty and "called and not used," shall not be considered an assignment under this Rule.

(j) This Rule shall not operate to prohibit the use of an employe out of an away-from-home station (including an intermediate station) in service moving toward his home station on a direct railroad route having through Pullman service or by a rail route diverging in mileage from the direct route not to exceed 15 per cent or to a point within a radius of 50 miles of his home station. The 50-mile radius shall be applicable when the 15 per cent of the mileage off the direct route is less than 50 miles.

Q-1. What is meant by "the direct route" as used in this paragraph (j)?

A-1. The direct route means the railroad route with the shortest mileage between two points.

(k) An employe absent from service because of illness, injury, or on a leave of absence when again reporting for duty shall have his name entered at the bottom of the extra list. Likewise, an employe received on or from temporary transfer, recalled from furlough, or a regularly-assigned employe displaced or resigning from an assignment, shall have his name entered at the bottom of the extra list.

(l) An employe who has served a suspension shall upon completion of such time have his name entered on the extra list in the position he would occupy had such time been treated as layover. (An employe suspended shall be given definite advice of the date and hour the suspension expires.)

(m) A daily record shall be kept at each district and agency showing the employes available for the signout period, listing them in chronological order and showing their layover expiration, covering all assignments of extra employes, both local and foreign. The daily record shall also include notations indicating date and time requests for cars were received from the railroads covering assignments made after the close of the signout period. These records shall be kept on a uniform basis in all districts and agencies and shall be available for inspection by employes or their representatives at any time.

Exceptions to "first-in, first-out" provision:

(1) Use of employes while serving their 6 months' probationary period.

NOTE: It is understood that under this exception the Management will use such extra employes with a view to giving them the greatest variety of experience.

(2) Use of employes with less than 2 years' service in filling "in-charge" assignments.

NOTE: When no two-year employes are available on the extra list, regular line employes may be used.

(3) Use of employes, irrespective of seniority or assignment, in filling private car or unusual special service requirements.

Q-1. What is a private car?

A-1. A private car is a railroad private car or railroad business car operated by The Pullman Company for an individual of prominence.

Q-2. What constitutes an unusual special service requirement?

A-2. A car provided for an individual or individuals of prominence such as the President of the United States, the Governor of a State, or the President of a Railroad Company. This exception is not to apply to special service tours such as for Kiwanis Clubs, chambers of commerce, and fraternal organizations.

RULE 47. Regulating Number of Extra Employes. Extra boards shall be so maintained as to afford each employe carried thereon, as nearly as possible, minimum earnings of approximately two-thirds of basic month's pay.

This Rule shall not be construed as guaranteeing two-thirds of a basic month's pay.

REDUCING AND INCREASING FORCES

RULE 48. Reducing and Increasing Forces. In reducing forces, seniority shall prevail in determining those to be retained in service. When more than one employe is to be furloughed, senior employes of the group to be furloughed shall be withheld from service until the arrival at the home station and furlough of the junior employe of the group.

When forces are increased, those furloughed shall be returned to service in the order of their seniority, provided they have filed their names and addresses with the district representative of the Company. Failure to report for duty within 7 days after written notice shall have been mailed or telegraphed to the last recorded address shall automatically terminate employment relation with the Company, unless a satisfactory explanation is given.

GRIEVANCES AND CLAIMS

RULE 49. Hearings. An employe shall not be disciplined, suspended or discharged without a fair and impartial hearing.

Discipline shall be imposed only when the evidence produced proves beyond a reasonable doubt that the employe is guilty of the charges made against him.

An employe may, however, be held out of service pending investigation, hearing, and decision.

An employe shall be notified in writing of the time and place of hearing and the specific charge against him not later than 90 days from the date the Company receives the original complaint. The charge shall not be made up solely of broad and general words but shall state the particular acts the employe is charged with committing. If the Company fails to notify the employe of time and place of hearing or fails to make a specific charge against him within 90 days from receipt of original complaint, the complaint shall be barred.

Hearings shall be held within 20 days from the date the specific charge shall have been mailed to the employe at his last recorded address and decision shall be rendered in writing within 20 days after hearing is completed.

When charges are preferred against an employe under this Rule, a copy of said charges shall be mailed to the local representative of the Organization in the district where the hearing is to be held. Copies of all decisions rendered by the Company in which discipline is assessed against an employe covered by this Agreement shall be mailed to the local representative of the Organization in the district where the hearing is held.

No charges upon which an employe has been disciplined which appear on the employe's service record shall be introduced into the hearing of a current case unless previous disciplinary action was a result of charges similar to the current charge and shall be limited to such

previous incidents as have occurred within a 5-year period prior to the date of the current incident.

An employe shall be furnished a full and exact copy of the original letter of complaint within 30 days after date of receipt by Management. If such letter is not given the employe or mailed to his last recorded address within 30 days from date of receipt by Management, the complaint shall be barred.

When an employe is to be interviewed by a representative of The Pullman Company or of a Railroad Company on a complaint, he shall be privileged to have his duly-authorized representative present.

RULE 50. Unjust Treatment. When an employe considers he has been unjustly treated and desires a hearing, he or his duly authorized representative shall make written request containing the specific charge to his district representative within 60 days from date of alleged unjust treatment or it shall be barred. Hearing shall be held within 20 days from date of receipt by the district representative of request for hearing. Decision shall be rendered in writing within 20 days after hearing is completed.

RULE 51. Witnesses, Testimony, and Records. At the hearing the employe aggrieved may remain throughout the proceedings and with the designated representatives of the interested parties shall have the following privileges:

(1) To produce witnesses and cross-examine any who are present at the hearing and testify;

(2) To make statements off the record upon request.

When testimony, written or oral, is presented in a hearing against an employe, only that part of the testimony which is germane or relevant

to the charges against the employe shall be admitted in the record.

A transcript of all hearings shall be made and two copies furnished the employe or his representative.

RULE 52. Date of Suspension. If a regularly-assigned employe is suspended, the suspension shall date from the time he is taken out of service which shall be the expiration of his layover at his home station from the previous trip. Where an extra employe is suspended, the suspension shall date from the reporting time of the next assignment due him at his home station.

If an employe shall have been held out of service pending investigation for a longer period than is represented by the discipline administered, he shall be compensated for the wage loss, if any, suffered by him for the time in excess of the disciplinary period. Such compensation shall be the amount of wages he would have earned, less compensation received in other employment.

RULE 53. Appeals. If the decision of the district representative is not satisfactory, the employe involved or his representative shall have the right of appeal. Such appeal shall be made in writing within 30 days from date of decision of the official initially handling the case to the Appeals Officer, or to such other officer as may be designated from time to time by the Vice-President, Operating Department. If conference on appeal is requested, it shall be held within 20 days of date of receipt of request and decision shall be rendered within 20 days after conference is completed. If no conference is requested, decision of the Appeals Officer shall be made within 20 days after receipt of the appeal. Decision of the highest officer designated to handle appeals shall be

final and binding, unless appealed in accordance with the provisions of the Railway Labor Act within 60 days from the date of decision.

RULE 54. Extension of Time Limits. The time limits provided in Rules 49, 50, and 53 (discipline and grievance rules) may be extended by mutual agreement.

RULE 55. Remanding Grievances. When new evidence or testimony, not available at the last hearing, is introduced at the time a grievance is being considered in conference on appeal, either party may elect to have the case remanded for rehearing and decision under Rule 49. If not then satisfactorily adjusted, it shall be returned to the remanding official. No case shall be remanded more than three times.

RULE 56. Application and Decision in Writing. Applications for appeals and all decisions thereon shall be in writing.

RULE 57. Record Cleared of Charges. If final decision exonerates the employe of the charge preferred against him, his record shall be cleared of such charge, and if held out of service or dismissed he shall be reinstated and compensated for the wage loss, if any, suffered by him. Such compensation shall be the amount of wages he would have earned, less compensation received in other employment.

CLAIMS

RULE 58. Application and Interpretation of Agreement. Claims involving the application and interpretation of rules of the Agreement shall be handled as promptly as possible. When such claims are presented in writing to the district representative of the Company by the local representative of the Organization, the latter shall submit a statement of facts in

the case and refer to the Rule or decision on which the Organization bases its claim. If the claim is not allowed by the district representative, he shall furnish the local representative of the Organization with a written statement of facts and reasons why claim is not allowed. If conference is desired by either party, it shall be granted without unnecessary delay.

If the claim is not adjusted by the district representative and the local representative of the Organization, they shall prepare and exchange separate statements setting forth their respective versions of the facts for the information of an International Vice-President of the Organization or such other officials as the Organization may from time to time designate and the Appeals Officer in Chicago or to such other operating officer as may be designated from time to time by the Vice-President, Operating. No argument shall be used in the statement of facts. Any further appeal may be taken in accordance with provisions of the Railway Labor Act.

Claims shall be outlawed unless instituted within two years from date of alleged infraction of rules.

Q-1. What is a claim?

A-1. A claim is a dispute involving the application or interpretation of rules of the Agreement.

REPRESENTATION

RULE 59. Representation. The Brotherhood of Sleeping Car Porters, referred to in this Agreement as the "Organization," shall represent all employes covered by this Agreement in the making of Agreements concerning rates of pay, rules and working conditions, and interpretations thereof, generally applicable to said employes, for so long as such representa-

tion is maintained in accordance with the provisions of the Railway Labor Act, and shall have the right to initiate claims alleging violation of Agreement rules.

An individual employe, in handling a grievance involving himself or handling his own personal claim, shall have the right to and must designate his representative at the hearing or at the first conference, as the case may be, and advise whether he will be represented in person, by counsel (any other person or persons), or by the Organization, and he shall notify the Management and his representative in writing of any change in representation.

All personal claims involving the application or interpretation of rules of this Agreement, handled by an individual employe without representation by the Organization, shall be adjusted in accordance with the rules of the Agreement and interpretations agreed upon between the Organization and the Management, and the advice of settlement made shall be in written form and a carbon copy thereof shall be furnished to the district representative of the Organization.

In hearings and conferences (excepting Agreement negotiations), the conferees shall not exceed 4 in number on each side.

MISCELLANEOUS RULES

RULE 60. Time and Place for Reporting. Operating schedules for regularly-assigned employes and assignment slips for other employes shall prescribe the time and place required to report for duty.

In event a dispute arises over the amount of time allotted for the preparation of or putting away of cars at terminals, a joint investigation shall be conducted to review the work required and, if necessary, a test made to determine the proper time allowance.

RULE 61. Failure to Report. An employe unable to report for duty for any cause shall notify his supervisor, in advance if possible, otherwise as soon as conditions permit, preferably in writing.

RULE 62. Absence Without Permission. An employe absent from work without permission for a period in excess of 7 days shall be considered out of the service, unless a satisfactory explanation is given.

RULE 63. Notification of Disallowed Time. When time claimed on time sheet by an employe is not allowed, he shall be promptly notified and, on request upon his district representative, shall be given reasons why such time was not allowed.

RULE 64 Leaves of Absence. Employes on request will be granted reasonable leaves of absence when they can be spared without interference to the service, but not to exceed 90 days. An employe who fails to report for duty at expiration of his leave of absence shall be considered out of the service unless such failure is the result of unavoidable delay, under which condition the leave shall be extended to include the delayed time. Employes on leave of absence accepting other employment without the Management's written permission shall be considered out of the service. This Rule shall not take precedence over Rule 36.

RULE 65. Committeemen. Employes acting as committeemen representing employes governed by the provisions of this Agreement will, upon request, be granted necessary time off and shall retain their seniority rights unimpaired during the time so occupied. They shall be furnished available sleeping accomodations designated by the Management when required to travel on committee work.

RULE 66. Period of Probationary Employment. 6 months from date last employed (exclusive of time on furlough or time absent for any cause) shall be considered sufficient time to determine the competency of an employe. Within the probationary period the service of an employe may be terminated for any cause. He shall have the right to a hearing in accordance with the provisions of Rule 49, but shall not be privileged to appeal therefrom.

RULE 67. Return to Work of Employes Retired Under Total Disability. An employe retiring under the disability provisions of the Railroad Retirement Act or The Pullman Company's Retirement and Pension Plan will retain seniority until he attains the age of 65 years. The vacancy resulting from such an employe's retirement will be bulletined as provided in Rule 40. Should the employe recover sufficiently to resume service prior to reaching the age of 65, he may exercise his seniority as provided in Rule 44.

RULE 68. No Shut-Down Nor Suspension of Work. While questions in dispute are pending, there shall be neither a shut-down by The Pullman Company nor a suspension of work by the employes.

RULE 69. Duration of Agreement. This Agreement, when signed by the authorized representative of The Pullman Company and of the employes, shall become effective January 1, 1953, and shall supersede all Agreements governing rates of pay, rules and working conditions heretofore made for the employes involved herein. It shall continue in force until changed in accordance with the provisions of the Railway Labor Act.

Signed at Chicago, Illinois, this 25th day of November, 1952.

FOR THE PULLMAN COMPANY:

H. R. LARY
Supervisor, Labor Relations

APPROVED:

F. J. BOECKELMAN
Manager, Employe Relations

FOR THE EMPLOYES REPRESENTED BY THE BROTHERHOOD OF SLEEPING CAR PORTERS:

A. PHILIP RANDOLPH
International President

MEMORANDUM OF UNDERSTANDING REGARDING NEW YORK, NEW HAVEN AND HARTFORD RAILROAD PARLOR CAR SERVICE TO BE ACQUIRED BY THE PULLMAN COMPANY EFFECTIVE SEPTEMBER 1, 1949

It is hereby understood and agreed between The Pullman Company and its porters, attendants, maids and bus boys, represented by the Brotherhood of Sleeping Car Porters, that the following exceptions shall be made to **Rule 34. New Service Acquired by Company** when New York, New Haven and Hartford Railroad parlor car operations are acquired by The Pullman Company effective September 1, 1949:

(a) The runs involved in the New York, New Haven and Hartford Railroad parlor car service to be acquired by The Pullman Company shall be assigned to the New York District and the Boston District in accordance with the provisions of **Rule 40. Assignment of Runs to Districts.** These runs shall be bulletined on September 1, 1949, in the New York District and the Boston District. Until awards are made on these bulletins, the assignments shall be filled from the extra boards of the New York District and the Boston District.

(b) Porters, attendants and bus boys now employed by the New York, New Haven and Hartford Railroad Company, and who were in an employment status with The Pullman Company at the time the operation of parlor cars was taken over by the New York, New Haven and Hartford Railroad Company February 1, 1948, shall be reinstated on Pullman seniority rosters effective September 1, 1949, with the same seniority dates and relative positions held by them on January 31, 1948, in the districts at which they were formerly employed. These employes shall have full seniority and displacement rights on Pullman sleeping and parlor car service in their respective districts. They shall operate on the extra boards until awards are made in the parlor car runs to be bulletined September 1.

(c) Porters, attendants and bus boys now employed by the New York, New Haven and Hartford Railroad Company and assigned to parlor car service to be taken over by The Pullman Company September 1, 1949, who were employed by that railroad on or after February 1, 1948, shall be placed on Pullman seniority rosters effective September 1, 1949, in either the New York District or the Boston District with the same seniority dates and relative positions held by them on the New York, New Haven and Hartford Railroad parlor car employe seniority roster. These employes shall have full seniority and displacement rights in accordance with such seniority dates on sleeping and parlor car service in the district where these employes are placed on the Pullman seniority rosters. They shall operate on the extra boards until awards are made in the parlor car runs to be bulletined September 1.

(d) Porters, attendants and bus boys now employed by The Pullman Company and who appear on the seniority rosters in the New York District and the Boston District shall,

effective with the bulletining of the New York, New Haven and Hartford parlor car runs on September 1, 1949, be allowed to exercise full seniority rights in bidding for such runs and shall have displacement rights in such service after the awards are made.

(e) Porters, attendants and bus boys now operating in New York, New Haven and Hartford Railroad parlor car service who are 70 years of age or over shall not be taken up in Pullman service.

Signed at Chicago, Illinois, this 22nd day of August, 1949.

Re-executed at Chicago, Illinois, this 25th day of November, 1952.

FOR THE PULLMAN COMPANY:

H. R. LARY
Supervisor, Labor Relations

FOR THE EMPLOYES REPRESENTED BY THE BROTHERHOOD OF SLEEPING CAR PORTERS:

A. PHILIP RANDOLPH
International President, Brotherhood of Sleeping Car Porters

MEMORANDUM OF UNDERSTANDING CONCERNING CREDIT FOR SERVICE IN THE ARMED FORCES TO ENABLE RETURNING VETERANS TO QUALIFY FOR VACATIONS UNDER THE VACATION AGREEMENT

It is hereby understood and agreed between The Pullman Company and its Porters, Attendants, Maids and Bus Boys, represented by the Brotherhood of Sleeping Car Porters, that any employe coming within the scope of the working Agreement who returns to active Pullman service from military service prior to the close of any calendar year in accordance with the

provisions of the Selective Training and Service Act of 1940, as amended, or the Selective Service Act of 1948, as amended, and who holds an employment relationship with the Company at the end of such year of his or her return, will be granted a vacation in the next succeeding calendar year as if he or she had performed the amount of service in the year of his or her return required to qualify for a vacation the following year, such vacation to be granted in accordance with the terms of the Vacation Agreement covering the employes above specified.

Thus, if an employe returned from military service to active Pullman service during the year 1952, but was not able to perform the required 160 or more days of compensated service in 1952 to qualify for a vacation in 1953, he or she will nevertheless be treated as if he or she had performed such service in 1952 and be granted a vacation in 1953 in accordance with the terms of the Vacation Agreement covering Porters, Attendants, Maids and Bus Boys. Such employe will not be paid for time not worked on any of the days which are credited under the terms of this Memorandum solely for vacation purposes.

Example: An employe who had been with the Company since 1945 was inducted into military service in 1949 and returned to work on October 1, 1952. This employe would not be able to accrue 160 days of compensated service in 1952 and therefore would not be entitled under the present Vacation Agreement to a vacation in 1953. Under the provisions of this Memorandum of Understanding, however, this employe would be credited in 1952 with 160 days of vacation qualifying service regardless of the fact that he did not actually work that number of days for the Company in 1952.

Signed at Chicago, Illinois, this 25th day of November, 1952.

FOR THE PULLMAN COMPANY:

H. R. LARY
Supervisor, Labor Relations

FOR THE EMPLOYES REPRESENTED BY THE BROTHERHOOD OF SLEEPING CAR PORTERS:

A. PHILIP RANDOLPH
International President

MEMORANDUM OF UNDERSTANDING CONCERNING LEAVES OF ABSENCE TO OBTAIN VOCATIONAL, REHABILITATION, EDUCATION OR TRAINING

It is hereby understood and agreed between The Pullman Company and its Porters, Attendants, Maids and Bus Boys, represented by the Brotherhood of Sleeping Car Porters, that any employe covered by the working Agreement who served in the active service of the army, navy, marine corps, coast guard or the merchant marine on or after September 16, 1940, and who is entitled to vocational rehabilitation, or to education or training, under the provisions of the Servicemen's Readjustment Act of 1944, as amended (G. I. Bill of Rights), or Veterans' Readjustment Assistance Act of 1952, shall, upon proper written application, be granted a leave of absence solely for the purpose of obtaining such vocational rehabilitation, or education or training, under either of these Acts, PROVIDED:

(1) that he or she left the position of porter, attendant, maid or bus boy with the Company to enter military or naval service;

(2) that he or she has been discharged or released from such service under conditions other than dishonorable; and

(3) that he or she has protected his or her rights to re-employment by returning to active service with the Company or by

applying for and being granted a leave of absence within the time limit prescribed by law.

The leave of absence granted shall be for the period of time necessary for such vocational rehabilitation or education or training as he or she is entitled to under either of the aforementioned Acts, and for 30 days thereafter. In the event the employe's educational privileges under such Acts are terminated short of the period for which the employe was certified by the Administrator of Veterans Affairs or other proper governmental official, such leave of absence shall be considered terminated 30 days thereafter.

It is further agreed that in the application of this Memorandum Agreement it will be permissible for an employe to engage in part-time employment outside of the Company while on leave of absence. He or she shall not be permitted to re-enter the employ of the Company by the exercise of seniority rights during the period covered by such leave of absence but may be taken up temporarily in any vacant position for which no qualified employe bids or for which no qualified furloughed employe is available.

It is understood that an employe who makes application for return to Pullman service following completion or termination of his or her vocational rehabilitation or education or training under the aforementioned Acts, shall be required to submit satisfactory evidence to verify the fact that his or her time absent while on leave has been used for the purpose of obtaining such rehabilitation, education or training and that he or she has applied for reemployment within 30 days after completion or termination of such rehabilitation, education or training. Failing to do so, such employe shall forfeit all seniority held under the working

Agreement covering the employes above specified.

Signed at Chicago, Illinois, this 25th day of November, 1952.

FOR THE PULLMAN COMPANY:

H. R. LARY
Supervisor, Labor Relations

FOR THE EMPLOYES REPRESENTED BY THE BROTHERHOOD OF SLEEPING CAR PORTERS:

A. PHILIP RANDOLPH
International President

MEMORANDUM AGREEMENT CONCERNING EMPLOYES ENTERING AND RETURNING FROM MILITARY SERVICE

It is hereby understood and agreed by and between The Pullman Company and its porters, attendants, maids and bus boys, represented by the Brotherhood of Sleeping Car Porters, that any employe covered by the Agreement, revised effective January 1, 1953, who, in the event of war or national emergency, enters the military service either by draft, call or voluntary enlistment, shall be considered on leave of absence in accordance with the Selective Service Act of 1948, as amended. His or her re-employment rights with the Company shall be governed by the provisions of the working Agreement, revised effective January 1, 1953, and the above-mentioned Act.

Written advice relative to employes entering military service under the provisions of this Memorandum Agreement shall be furnished the local representative of the employes.

Signed at Chicago, Illinois, this 25th day of November, 1952.

FOR THE PULLMAN COMPANY:

H. R. LARY
Supervisor, Labor Relations

FOR THE EMPLOYES REPRESENTED BY THE BROTHERHOOD OF SLEEPING CAR PORTERS:

A. PHILIP RANDOLPH
International President

VACATION AGREEMENT FOR PULLMAN PORTERS, ATTENDANTS, MAIDS, AND BUS BOYS

This Vacation Agreement is made this 7th day of July, 1950, by and between The Pullman Company and its porters, attendants, maids, and bus boys, hereinafter referred to as employes, represented by the Brotherhood of Sleeping Car Porters.

IT IS HEREBY AGREED:

Section 1. (a) Effective August 1, 1950, each employe subject to the working Agreement between The Pullman Company and its porters, attendants, maids, and bus boys, represented by the Brotherhood of Sleeping Car Porters, will be qualified for an annual vacation of 6 days with pay, or pay in lieu thereof, if, during the preceding calendar year, the employe renders compensated service for The Pullman Company in any capacity on 160 days, or if he is paid for a total of 160 days or 1093 hours as provided in the employes' working Agreement.

Because of the change in the basic month from 240 hours to 205 hours effective September 1, 1949, the qualifying days and hours for 1950 vacations shall be 160 days or 1217 hours.

(b) Effective August 1, 1950, each employe subject to the working Agreement between The Pullman Company and its porters, attendants, maids, and bus boys, represented by the Brotherhood of Sleeping Car Porters, having 5 or more years of continuous service with The Pullman Company in any capacity will be qualified for an annual vacation of 12 days with pay, or pay in lieu thereof, if, during the preceding calendar year the employe renders compensated service for The Pullman Company in any capacity on 160 days or 1093 hours (1217 hours for 1950 vacations) as provided in the employes' working Agreement and during the said 5 or more years of continuous service rendered service for The Pullman Company in any capacity on not less than 800 days, or if he is paid for a total of 800 days or 5465 hours as provided in the employes' working Agreement, except as provided in the following paragraph.

Because of the change in the basic month from 240 hours to 205 hours effective September 1, 1949, the qualifying days and hours for 12-day vacations for employes with 5 or more years of service shall be as follows:

Vacations	granted	in	1950—	800 days	or	6337 hrs.
"	"	"	1951—	"	"	6150 "
"	"	"	1952—	"	"	5963 "
"	"	"	1953—	"	"	5776 "
"	"	"	1954—	"	"	5589 "

(c) When computing the days and hours enumerated in paragraphs (a) and (b) above, all payments made under the employes' working Agreement and this Vacation Agreement shall be taken into account in determining qualification for vacation.

(d) Each 6:50 hours paid for in extra service subsequent to September 1, 1949, shall be considered the equivalent of one day in the application of paragraphs (a) and (b) of Section

1. Prior to September 1, 1949, each 8 hours paid for in extra service shall be considered the equivalent of one day.

(e) Calendar days on which an employe carried on the extra board is available for service and on which days he performs no service, not exceeding 60 such days (the equivalent of 410 hours) in the last qualifying calendar year, will be included in the determination of qualification for vacation; calendar days, not in excess of 30 days (the equivalent of 205 hours) in the last qualifying calendar year, on which an employe is absent from and unable to perform service because of injury received on duty will also be included.

(f) Where an employe is discharged from service and thereafter restored to service during the same calendar year with seniority unimpaired, service performed prior to discharge and subsequent to reinstatement during that year shall be included in the determination of qualification for vacation during the following year.

Where an employe is discharged from service and thereafter restored to service with seniority unimpaired, service before such discharge and after restoration shall be included in computing 800 days (the equivalent of 5465 hours) under Section 1 (b).

(g) Only service performed for and paid for by The Pullman Company may be combined in determining the qualifications provided for in this Section 1.

Section 2. Vacation allowances for employes qualified for a vacation under Section 1 hereof shall be calculated on the following basis:

(a) An employe having a regular assignment entitled to receive 6 days' vacation, or pay in lieu thereof under Section 1 (a), shall be credited and paid the number of days there

are employes in the assignment held by him for the maximum number of round trips (including layover days) he could complete during the vacation period (as shown in Section 13 (a) hereof). He shall be credited with the number of service hours shown on operation form 93.127 for the maximum number of round trips he could complete during his vacation period.

(b) In the event the number of days in the round trip or trips taken off for vacation, under paragraph (a) of this Section, does not equal the full 6-day vacation period, the additional day or days, as shown in the vacation table in Section 13 (a) hereof, shall be paid in addition to all other earnings at the employe's current daily rate, but no hourly credit shall accrue for such additional days.

(c) An employe having a regular assignment who qualifies for a vacation under Section 1 (a) and who is in a run to which more than 6 employes are assigned at the time his vacation is due to be taken shall be given one round trip off and be credited with the number of service hours shown on operation form 93.127 and paid the number of days there are employes in the assignment.

(d) An employe operating on the extra board who qualifies for a vacation under Section 1 (a) shall be paid 6 days at his current daily rate.

(e) An employe having a regular assignment entitled to receive 12 days' vacation, or pay in lieu thereof under Section 1 (b), shall be credited and paid the number of days there are employes in the assignment held by him for the maximum number of round trips (including layover days) he could complete during the vacation period (as shown in Section 13 (b) hereof). He shall be credited with the number of service hours shown on operation form 93.127 for the maximum number of round trips he could complete during his vacation period.

(f) In the event the number of days in the round trip or trips taken off for vacation, under paragraph (e) of this Section, does not equal the full 12-day vacation period, the additional day or days, as shown in the vacation table in Section 13 (b) hereof, shall be paid in addition to all other earnings at the employe's current daily rate, but no hourly credit shall accrue for such additional days.

(g) An employe having a regular assignment who qualifies for a vacation under Section 1 (b) and who is in a run to which more than 12 employes are assigned at the time his vacation is due to be taken shall be given one round trip off and credited with the number of service hours shown on operation form 93.127 and paid the number of days there are employes in the assignment.

(h) An employe operating on the extra board who qualifies for a vaction under Section 1 (b) shall be paid 12 days at his current daily rate.

Section 3. Vacation, or allowances therefor, under two or more agreements held by different organizations on The Pullman Company shall not be combined to create a vacation of more than the maximum number of days provided for in any of such agreements. Each employe who qualifies for a vacation will be granted a vacation or will be paid in lieu thereof under the provisions of the Agreement of the craft or class in which the employe is working at the time the vacation is granted or payment made in lieu thereof.

Section 4. Time off on account of vacation with pay will not be considered as time off account employe's own accord under any guarantee rules and will not be considered as breaking such guarantees.

Section 5. The absence of an employe on vacation with pay, as provided in this Agreement, will not be considered as a vacancy, temporary or otherwise, in applying the bulletin rules of the working Agreement, unless an employe requests and is granted additional time off, which combined with vacation time will exceed 60 days, in which event the bulletin rules shall apply.

Section 6. Vacations shall be taken between January 1st and December 31st; however, it is recognized that the exigencies of the service create practical difficulties in providing vacations in all instances. Due regard, consistent with requirements of the service shall be given to the preference of employes in their seniority order when granting vacations. Representatives of The Pullman Company and of the employes will cooperate in arranging vacation periods, administering vacations and releasing employes when requirements of the service will permit. Each employe qualified for a vacation or payment in lieu thereof shall be paid the vacation allowance not later than the payroll covering his assigned vacation period.

Section 7. (a) Vacations shall not be accumulated or carried over from one vacation year to another.

(b) Employes operating on the extra board shall take off as vacation either 6 days or 12 days according to their length of service as provided in paragraphs (a) and (b) of Section 1.

(c) The vacation period for regularly-assigned employes shall begin at the expiration of the specified home layover. After the vacation begins layover days during the vacation period shall be counted as a part of the vacation.

(d) The vacation period for extra employes shall start as outlined in Questions and Answers 15, 16, 17, 18, 19, and 20 and the Examples thereto, as shown in Section 12 hereof.

Section 8. No vacation with pay, or payment in lieu thereof, will be due an employe whose employment relation with The Pullman Company has terminated prior to the scheduled vacation period as provided in Section 6, except as follows:

(a) An employe who retires under the provisions of the Railroad Retirement Act shall receive payment for vacation due; and

(b) In the event an employe who has earned a vacation dies before receiving such vacation or payment in lieu thereof, payment for the vacation due shall be made to the widow or widower, if one survives, otherwise to the estate of the deceased employe.

Section 9. Any dispute or controversy arising out of the interpretation or application of any of the provisions of this Agreement will be handled on the property in the same manner as other disputes. If the dispute or controversy is not settled on the property and either The Pullman Company or the Organization desires that the dispute or controversy be handled further, it shall be referred by either party for decision to a committee composed of the Vice-President in Charge of Operations for The Pullman Company and the International President of the Brotherhood of Sleeping Car Porters for the employes or to representatives whom they may designate. It is agreed that the committee herein provided will meet between January 1st and June 30th and July 1st and December 31st of each year if any disputes or controversies have been filed for consideration. In event of failure to reach agreement the dispute or controversy shall be arbitrated in accordance with the Railway Labor Act, as amended, the arbi-

tration being handled by such committee. Interpretation or application agreed upon by such committee, or fixed by such arbitration, shall be final and binding as an interpretation or application of this Agreement.

Section 10. This Vacation Agreement shall become effective August 1, 1950, and shall supersede the Vacation Agreement for Pullman porters, attendants, maids, and bus boys, effective January 1, 1944, and all memoranda of understanding regarding vacations for Pullman porters, attendants, maids, and bus boys.

An employe who has taken or is scheduled to commence his vacation during the year 1950 prior to August 1, 1950, shall not be entitled to the increased vacation nor to the vacation allowance provided for herein during the period August 1, 1950—December 31, 1950.

Section 11. This Vacation Agreement shall continue in effect until changed or modified in accordance with the provisions of the Railway Labor Act, as amended.

Section 12. The parties agree that the following interpretations apply to the applicable provisions of this Vacation Agreement:

Q-1. When shall vacation schedules be prepared and posted?

A-1. Vacation schedules shall be prepared and posted not later than January 15 of each calendar year covering vacations to be taken during that year. They shall be posted in a place accessible to all employes affected.

Q-2. When a vacation schedule is being prepared shall each employe in selecting his vacation period designate a specific date he desires to have his vacation start, or shall he designate a specific semi-monthly payroll period?

A-2. A specific semi-monthly payroll period. However, once a vacation schedule is established the employe shall designate the specific date on which he desires to commence his vacation period not more than 30 days nor less than 15 days prior thereto. The specific starting date must be on a day he is scheduled to report for duty and must fall within the previously designated specific semi-monthly payroll period.

Q-3. Shall a new vacation period be assigned to an employe when operating conditions do not permit him to have the one scheduled for him?

A-3. No, he will be paid for his vacation period in lieu thereof.

Q-4. Shall an employe who is displaced after he designates the date for starting his vacation be paid in lieu of his vacation?

A-4. Yes, except as provided in Question 5 and Answer 5 of this Section.

Example: On July 21, an employe regularly assigned in a 13-man run designates August 5 as the starting day of his vacation. He is scheduled to depart at 5:30 P.M., July 23, on the last trip prior to his scheduled vacation. However, he is notified on July 22 that he will be displaced by a senior employe at 5:30 P.M., July 23. The displaced employe shall be paid for his vacation. He shall be privileged to exercise his displacement rights under Rule 44 of the employes' working Agreement. When service conditions permit he shall be privileged to lay off on his own time whatever trips he may desire in the assignment into which he displaces.

Q-5. Shall an employe who is displaced on the date he is due to start his vacation be paid in lieu of his vacation?

A-5. No. He shall take the number of days represented by the maximum number of round trips (as shown in applicable vacation table in Section 13 hereof) he could complete during the vacation period without loss of time in the assignment from which he was displaced. He shall have displacement rights as provided in the employes' working Agreement, or he shall be placed on the extra board.

Q-6. Is it permissible for employes to exchange (swap) assigned vacation periods?

A-6. No.

Q-7. Is it permissible for an employe upon written request to change his assigned vacation period with consent of the Management?

A-7. Yes.

Q-8. How shall the vacation allowance be calculated for an employe who is absent for more than 31 days on account of illness, on leave of absence, or under suspension at the time his vacation period begins?

A-8. He shall be compensated as provided in Section 2, paragraphs (d) or (h), whichever is applicable.

Q-9. Shall an employe be credited with the number of service hours shown on operation form 93.127 and paid the number of days there are employes in the assignment held by him for the

maximum number of round trips he could complete during the vacation period, as shown in Section 13, paragraphs (a) or (b), whichever is applicable, when his assignment is discontinued during his vacation period?

A-9. Yes.

Q-10. What allowance shall be made when an employe dies, enters military service, or is retired under the provisions of the Railroad Retirement Act before he receives his vacation?

A-10. If the employe qualified under the provisions of Section 1 (a), his allowance shall be 6 days' pay at his last daily rate.

If the employe qualified under the provisions of Section 1 (b), his allowance shall be 12 days' pay at his last daily rate.

Q-11. When shall an employe be paid his vacation allowance if he qualified one year and is furloughed the following year prior to his scheduled vacation period?

A-11. In the semi-monthly pay period following the date furloughed, and his scheduled vacation period shall then be canceled.

Q-12. When shall an employe be paid his vacation allowance if he qualifies one year for a vacation in the following year but is furloughed in the qualifying year?

A-12. He shall be paid in the first semi-monthly pay period of the year in which the vacation is due, provided he is still on furlough.

Q-13. Shall an employe be paid under the provisions of Rule 15 of the employes' working Agreement when he is required to perform road service on his specified layover or relief days occurring within his scheduled vacation period?

A-13. Yes.

Q-14. Shall an employe have displacement rights, as provided in the employes' working Agreement while on vacation the same as though absent because of sickness or on leave of absence?

A-14. Yes.

Q-15. Shall an extra employe who is at his home station on the day designated to start his vacation be considered for an assignment on that day?

A-15. No, he shall start his vacation that same day. Extra employes shall not be required to wait until their layover has expired to start their vacation.

Q-16. Exactly when does an extra employe's vacation start and end?

A-16. An extra employe who receives a vacation shall begin his vacation at 12:01 A.M. on the date he has designated as the start of his vacation. If he has qualified for 6 days' vacation as provided in Section 1 (a), his vacation shall expire 6 calendar days later at 11:59 P.M. If he has qualified for 12 days' vacation as provided in Section 1 (b), his vacation shall expire 12 calendar days later at 11:59 P.M.

Example: An extra employe qualified for 6 days' vacation has designated August 5 as the specific starting date

of his vacation. He arrives in his home station and is released from duty at 2:30 P.M. on August 5, the starting date of his vacation. This employe's vacation shall start as scheduled on August 5, 12:01 A.M., and shall expire 6 calendar days later at 11:59 P.M., August 10.

Q-17. When does an extra employe on vacation first become eligible for assignment?

A-17. After expiration of his vacation he shall be considered for any assignment that arises and has to be filled between the expiration of his vacation and the next signout period, in accordance with his layover date and time as provided in Rule 46 of the employes' working Agreement.

Example: An extra employe takes his vacation from 12:01 A. M., August 5 to 11:59 P.M., August 10. He shall not be considered for an assignment at the signout period on August 10 but shall be considered, in accordance with his layover date and time, for an assignment which occurs after 12:01 A.M., August 11, and has to be filled before the signout period on August 11.

Six days shall be added to the expiration of an extra employe's layover date and time for the purpose of establishing his position on the signout list on return from vacation.

An extra employe who is scheduled to take his vacation August 5 may arrive at his home station August 4 with layover expiring August 6 at 3:00 P.M. This employe can start his vacation at 12:01 A.M., August 5. Upon his return

to duty, August 11, he would be placed on the signout list with layover expiring August 12 at 3:00 P.M. (6 days being added to the layover he had when he went on vacation).

Extra employes entitled to 12 days vacation shall have 12 days added to the layover they had when they went on vacation.

Q-18. Shall an extra employe who is at his home station on the day prior to the date designated to start his vacation and who is due an assignment with reporting time prior to midnight of that day be given the assignment?

A-18. Yes. If the assignment prevents him from returning to his home station and being released on the date designated to start his vacation, he shall be paid in lieu of his vacation in accordance with the provisions of this Vacation Agreement.

Q-19. Shall an extra employe who is at his home station on the day prior to the day designated to start his vacation and is due an assignment after midnight of that day be given the assignment?

A-19. No, he shall start his vacation on the date previously designated.

Q-20. Shall an extra employe who is out in service and does not arrive at his home station on the date designated to start his vacation be paid in lieu of his vacation in accordance with the provisions of this Vacation Agreement?

A-20. Yes.

Q-21. What vacation privileges shall be given to an employe returning to Pullman service from military service?

A-21. A sufficient amount of service shall be credited to such employe in the year in which he returns to entitle him to a vacation in the next succeeding year. For example: An employe who had been with the Company since 1940 was inducted into military service in 1947 and returns to work on November 1, 1950. This employe would not be able to accrue 160 days or 1093 hours of compensated service in 1950. However, this employe would be credited with 160 days of compensated service in 1950, regardless of the fact that he did not actually work that number of days in 1950 as an employe.

Thus, any employe returning from military service late in the year will be credited with a sufficient amount of service to entitle him to a vacation in the next succeeding year. This credit shall not be counted as part of the 800 days specified in Section 1 (b), upon which an employe must render service to qualify for a 12-day vacation.

An employe who returns from military service early in the year will not be given credit for service in the preceding year while he was in military service, which would entitle him to a vacation in the year in which he returns to Pullman service.

Q-22. An extra employe entitled to 6 days' vacation starts his vacation on September 28 and thereby receives 3 days of his vacation in September and 3 days of his vacation in October. How shall he be paid for his vacation?

A-22. He shall be paid 3/30ths of a month's pay in September, in addition to all other earnings for that month, and

3/31sts of a month's pay in October, in addition to all other earnings for that month.

Section 13. (a) Vacation table for regularly-assigned employes due a vacation of 6 days under Section 1 (a):

1 Employes in Assignment	2 Round Trips Employes Shall Be Off on Vacation	3 Days Credited and Paid for Trips Off	4 Day or Days To Be Paid for in Addition to All Other Earnings
1	6	6	None
1-1/6	5	5-5/6	1/6
1-1/5	5	6	None
1-1/4	4	5	1
1-1/3	4	5-1/3	2/3
1-1/2	4	6	None
1-2/3	3	5	1
1-3/4	3	5-1/4	3/4
2	3	6	None
2-1/6	2	4-1/3	1-2/3
2-1/5	2	4-2/5	1-3/5
2-1/4	2	4-1/2	1-1/2
2-1/3	2	4-2/3	1-1/3
2-1/2	2	5	1
2-2/3	2	5-1/3	2/3
2-3/4	2	5-1/2	1/2
3	2	6	None
3-1/6	1	3-1/6	2-5/6
3-1/5	1	3-1/5	2-4/5
3-1/4	1	3-1/4	2-3/4
3-1/3	1	3-1/3	2-2/3
3-1/2	1	3-1/2	2-1/2

Section 13. (a)—Continued.

1 Employes in Assignment	2 Round Trips Employes Shall Be Off on Vacation	3 Days Credited and Paid for Trips Off	4 Day or Days To Be Paid for in Addition to All Other Earnings
3-2/3	1	3-2/3	2-1/3
3-3/4	1	3-3/4	2-1/4
4	1	4	2
4-1/6	1	4-1/6	1-5/6
4-1/5	1	4-1/5	1-4/5
4-1/4	1	4-1/4	1-3/4
4-1/3	1	4-1/3	1-2/3
4-1/2	1	4-1/2	1-1/2
4-2/3	1	4-2/3	1-1/3
4-3/4	1	4-3/4	1-1/4
5	1	5	1
5-1/5	1	5-1/5	4/5
5-1/4	1	5-1/4	3/4
5-1/3	1	5-1/3	2/3
5-1/2	1	5-1/2	1/2
5-2/3	1	5-2/3	1/3
5-3/4	1	5-3/4	1/4
6	1	6	None

*

*NOTE: A regularly-assigned employe in an assignment involving more than 6 men shall be given one round trip off. He shall be credited with the number of service hours shown on operation form 93.127 and paid the number of days there are employes in the assignment.

Section 13. (b) Vacation table for regularly-assigned employes due a vacation of 12 days under Section 1 (b):

1 Employes in Assignment	2 Round Trips Employes Shall Be Off on Vacation	3 Days Credited and Paid for Trips Off	4 Day or Days To Be Paid for in Addition to All Other Earnings
1	12	12	None
1-1/6	10	11-2/3	1/3
1-1/5	10	12	None
1-1/4	9	11-1/4	3/4
1-1/3	9	12	None
1-1/2	8	12	None
1-2/3	7	11-2/3	1/3
1-3/4	6	10-1/2	1-1/2
2	6	12	None
2-1/6	5	10-5/6	1-1/6
2-1/5	5	11	1
2-1/4	5	11-1/4	3/4
2-1/3	5	11-2/3	1/3
2-1/2	4	10	2
2-2/3	4	10-2/3	1-1/3
2-3/4	4	11	1
3	4	12	None
3-1/6	3	9-1/2	2-1/2
3-1/5	3	9-3/5	2-2/5
3-1/4	3	9-3/4	2-1/4
3-1/3	3	10	2
3-1/2	3	10-1/2	1-1/2
3-2/3	3	11	1
3-3/4	3	11-1/4	3/4
4	3	12	None
4-1/6	2	8-1/3	3-2/3
4-1/5	2	8-2/5	3-3/5
4-1/4	2	8-1/2	3-1/2
4-1/3	2	8-2/3	3-1/3
4-1/2	2	9	3
4-2/3	2	9-1/3	2-2/3
4-3/4	2	9-1/2	2-1/2

Section 13. (b)—Continued.

1 Employes in Assignment	2 Round Trips Employes Shall Be Off on Vacation	3 Days Credited and Paid for Trips Off	4 Day or Days To Be Paid for in Addition to All Other Earnings
5	2	10	2
5-1/5	2	10-2/5	1-3/5
5-1/4	2	10-1/2	1-1/2
5-1/3	2	10-2/3	1-1/3
5-1/2	2	11	1
5-2/3	2	11-1/3	2/3
5-3/4	2	11-1/2	1/2
6	2	12	None
6-1/4	1	6-1/4	5-3/4
6-1/3	1	6-1/3	5-2/3
6-1/2	1	6-1/2	5-1/2
6-2/3	1	6-2/3	5-1/3
6-3/4	1	6-3/4	5-1/4
7	1	7	5
7-1/4	1	7-1/4	4-3/4
7-1/3	1	7-1/3	4-2/3
7-1/2	1	7-1/2	4-1/2
7-2/3	1	7-2/3	4-1/3
8	1	8	4
8-1/3	1	8-1/3	3-2/3
8-1/2	1	8-1/2	3-1/2
8-2/3	1	8-2/3	3-1/3
9	1	9	3
9-1/3	1	9-1/3	2-2/3
9-1/2	1	9-1/2	2-1/2
9-2/3	1	9-2/3	2-1/3
10	1	10	2
10-1/2	1	10-1/2	1-1/2
11	1	11	1
11-1/2	1	11-1/2	1/2
12	1	12	None

*

*NOTE: A regularly-assigned employe in an assignment involving more than 12 men shall be given one round trip off. He shall be credited with the number of service hours shown on operation form 93.127 and paid the number of days there are employes in the assignment.

Signed at Chicago, Illinois, this 7th day of July, 1950.

FOR THE PULLMAN COMPANY:

M. B. OSBURN
Vice-President, Operating

FOR THE EMPLOYES:

A. PHILIP RANDOLPH
International President,
Brotherhood of Sleeping Car Porters

MEMORANDUM OF AGREEMENT

MEMORANDUM OF AGREEMENT between The Pullman Company, hereinafter called the "Company," and its porters, attendants, maids, and bus boys represented by the Brotherhood of Sleeping Car Porters, hereinafter called the "Organization."

In disposition of all of the issues involved in connection with the Union Membership notice served upon the Company on January 31, 1951, by the Organization under Section 6 of the amended Railway Labor Act, IT IS AGREED THAT:

(1) Within 60 days following the effective date of this Agreement or within 60 days following the first day of compensated service as a Pullman porter, attendant, maid, or bus boy, whichever is later, each employe who is regu-

larly assigned to a position or is on an extra list and is subject to all of the provisions of the collective Agreement between the parties hereto, bearing date of June 1, 1941, supplemented August 8, 1949, shall as a condition of continued employment become and remain a member of the Organization;

Provided, That this Agreement shall not require such condition of employment in the case of employes to whom Organization membership is not available upon the same terms and conditions as are generally applicable to other members or in the case of an employe to whom membership has been denied or terminated for any reason other than failure of the employe to pay the periodic dues, initiation fees, and assessments (not including fines, penalties, and insurance premiums) uniformly required as a condition of acquiring or retaining membership.

(2) Upon receipt of a demand from the Organization, party hereto, served in accordance with the requirements of Section (3) of this Agreement, that an employe be discharged from the Company's service for failure to pay the periodic dues, initiation fees or assessments, referred to in Section (1) hereof, the Company will cause such employe to be discharged from the Company's service within 30 days from the date of receipt of such demand (if it is not withdrawn prior to the employe's discharge from service), except in the case of an employe for whom a qualified replacement is not available, in which case the employe referred to in the demand of the Organization may be continued in the Company's service until a qualified replacement is available.

Provided:

(a) No such demand shall be served until 60 days have elapsed after return to the Company's service of an employe who has been absent from duty following:

1. A properly approved leave of absence of 30 days or more, or

2. Disability of 30 days or more resulting from sickness or injury, or

3. Reduction of force of 30 days or more.

(b) No such demand shall be served until 60 days have elapsed subsequent to the return of an employe to service in a class or craft covered by the collective Agreement between the parties hereto who holds seniority therein from employment on a position not subject to all of the provisions of the Agreement, a non-represented position, or in a supervisory or official capacity.

(c) No such demand shall be served at any time involving an employe whom the Company is required by State or Federal statute to retain in its service.

(3) The demand for the discharge of an employe from the Company's service under the provisions of Sections (1) and (2) hereof must be on the form attached hereto as Appendix 1 and the discharge of an employe from the Company's service will be subject to the conditions stipulated therein. Such demands must be served upon the Supervisor, Labor Relations of the Company and must be signed by the Organization's International President or such other officer of the Organization as he may designate in writing, with copy to the employe involved.

(4) Rules pertaining to unjust treatment, grievances, discipline, and hearings shall not be applicable to employes whose services are terminated under this Agreement.

(5) Neither severance from service under this Agreement nor any provision of this Agreement shall be used as a basis for a time or money claim against the Company, nor shall any provision of any other agreement between the parties hereto be relied upon in support of any claim that may arise as a result of the application of this Agreement.

The provisions of this Agreement shall become effective on August 23, 1951, and shall continue thereafter until altered or cancelled in accordance with the terms of the Railway Labor Act, as amended.

Signed at Chicago, Illinois, this 23rd day of August, 1951.

FOR THE PULLMAN COMPANY:

H. R. LARY
Supervisor, Labor Relations

FOR THE BROTHERHOOD OF SLEEPING CAR PORTERS:

A. PHILIP RANDOLPH
International President

Subject: Demand for discharge of employe from Company's service.

Mr. H. R. Lary
Supervisor, Labor Relations
The Pullman Company
5th Floor—Room 22-A
Merchandise Mart
Chicago 54, Illinois

Dear Sir:

The Brotherhood of Sleeping Car Porters hereby demands of The Pullman Company that the Company discharge_____ (EMPLOYE) (Occupation) (District) (Location) from its service for failure to become and remain a member of the Brotherhood of Sleeping Car Porters in accordance with the provisions of the Union Membership Agreement dated August 23, 1951, covering the subject of discharge from service of employes for failure to pay periodic dues, etc., and represents and warrants that membership in the Brotherhood of Sleeping Car Porters has been during the periods of time specified in the Agreement and is now available to_____ (EMPLOYE) upon the same terms and conditions as are generally applicable to any other member thereof; and represents and warrants that membership of said_____ _____(EMPLOYE) in the Brotherhood of Sleeping Car Porters has been denied or terminated as of _____ (date), solely for the reason that said named employe has failed and now continues to fail to tender to the Organization the periodic dues, initiation fees, and assessments (not including fines, penalties, and insurance premiums) uniformly required as a condition of acquiring or retaining

membership in the Brotherhood of Sleeping Car Porters, as contemplated by Union Membership Agreement of August 23, 1951.

BROTHERHOOD OF SLEEPING CAR PORTERS

By.....

Copy to: _____
(Name of Employe Involved)

_____
(Street Address)

_____
(City) (State)

Agreement

between

THE PULLMAN COMPANY

and

Porters, Attendants, Maids
and Bus Boys in the Service
of The Pullman Company

in the United States of America

and Canada

Represented by the

Brotherhood of Sleeping

Car Porters

Effective January 1, 1953

Revised Effective January 1, 1964

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PREAMBLE

AGREEMENT

Between The Pullman Company and the Porters, Attendants, Maids and Bus Boys in its service in the United States of America and in Canada, represented by the Brotherhood of Sleeping Car Porters.

It is hereby agreed between The Pullman Company and the Porters, Attendants, Maids and Bus Boys in its service, represented by the Brotherhood of Sleeping Car Porters, that the following rules shall govern the rates of pay and working conditions of all employes of The Pullman Company in their performance of service as porters, attendants, maids and bus boys, and their rights as such.

SCOPE

RULE 1. Scope. This Agreement shall apply to all employes of The Pullman Company in their performance of service in connection with sleeping, parlor, buffet, restaurant, dining, broiler, recreation, club and composite cars operated by The Pullman Company, which employes are classified as

(a) Porters, including porters in charge when so designated;

(b) Attendants, including attendants in charge when so designated and attendants assigned to kitchen work.
(Attendants are employes assigned to buffet, club, broiler, restaurant, dining, composite and recreation cars operated by The Pullman Company who, in addition to other duties, are held accountable for commissary supplies and equipment on such cars);

(c) Maids; and

(d) Bus Boys.

Q-1. What is a bus boy?

A-1. A bus boy is an employe assigned to assist an attendant in the handling of all work necessary to be performed on buffet, club, broiler, restaurant, dining, recreation and composite cars operated by The Pullman Company and which cars are equipped to provide commissary service. The bus boy shall perform such duties as he may be directed to by the attendant in charge.

RATES OF PAY

RULE 2. Rates of Pay. The following rates of pay shall be applicable to all employes covered by this Agreement:

(a) Monthly rates for porter and attendant service—

(Basic Rates Effective January 1, 1964)

Class of Service	Minimum	Over 2 to 5 Years	Over 5 to 15 Years	Over 15 Years
Standard Cars	$429.38	$432.88	$436.88	$440.38
Tourist Cars	435.88	439.38	443.38	446.88
Private, Buffet, Club and Composite Cars	441.88	445.38	449.88	451.48
Swing	437.88	442.38	445.88	449.88
Deadhead Porters	429.38	432.88	436.88	440.38
Deadhead Attendants	441.88	445.38	449.88	451.48

(b) Monthly rates for maid service—

All Cars	429.28	430.38	433.88	437.38

Class of Service	Minimum	Over 2 to 5 Years	Over 5 to 15 Years	Over 15 Years
(c) Monthly rates for bus boy service—				
All Service	$428.68	$432.18	$436.68	$438.28

(Progressive rates for bus boys effective January 1, 1953.)

(d) Rates of pay for "in-charge" service—

An employe equipped for and assigned to "in-charge" service consisting of one car shall be paid at the rate of $32.50 per month in addition to his established rate of pay, except that the differential for "in-charge" service on private cars shall be at the rate of $39.00 per month.

An employe assigned to run "in-charge" of two or more cars shall be paid the conductor's minimum rate for time actually in such service.

(e) Rates of pay for training student employes—

An employe assigned to train student employes in road service shall be paid at the rate of $26.75 per month in addition to his established rate of pay for the actual days the student employe is paid while under his supervision.

(f) Rates of pay for "kitchen work"—
(Effective 10-26-43)

An attendant confined to work in the "kitchen" of a private, restaurant or composite car shall be paid at the rate of $40.25 per month in addition to his established rate of pay.

(g) Daily and hourly rates of pay—

The daily rate of pay of an employe shall be determined by dividing his monthly rate by the number of days there are in the current month; his hourly rate, by dividing his monthly rate by 195.

(h) Applying progressive rates of pay—

When a leave of absence is granted for a period of more than 30 days, the time in excess of 30 days shall be deducted in the application of progressive rates of pay. Likewise, when an employe is furloughed for a period of more than 90 days, the time in excess of 90 days shall be deducted. Separate periods of leave or furlough shall not be cumulative when service intervenes. An extension of a leave shall be considered as a continuous period.

(i) Overtime rates of pay—

Time credited in excess of 195 hours, within a calendar month, shall be paid for as overtime at pro rata hourly rates up to and including 205 hours. Time in excess of 205 hours shall be paid for at the rate of time and one-half.

BASIC MONTH

RULE 3. Basic Month. 195 hours' work, credited to a calendar month as hereinafter provided, shall constitute a basic month's service.

Where a regular assignment is less than 195 hours' work per month, deduction shall not be made from the respective established monthly wage in consequence thereof.

RULE 4. Sleep Periods. (a) Where the requirements of the service will permit employes shall be released from duty for sleep for 3 hours on overnight runs of 12 hours or less elapsed time, and 4 hours each night on runs of over 12 hours elapsed time. Sleep periods shall be granted between the hours of 9:30 P.M. and 6:30 A.M., and for regular assignments shall be designated in the operating schedules. During each sleep period the employe shall be provided with a suitable place for sleeping, such as a suitable porter's berth, an upper berth or a berth in a dormitory car.

(b) Exceptions:

(1) Deductions of time released for sleep in an overnight trip shall not be made to an extent which will reduce credited hours to less than 6:30 hours for the trip.

Q-1. What is meant by an overnight trip?

A-1. Any operation, the elapsed time of which is less than 14 hours, where the reporting and release time embrace the hours from 12 midnight to 6 A.M.

(2) Extended Special Tours.

A maximum of 6 hours may be deducted per night, provided the employe is released for sleep. The sleep period shall be verified by the Pullman conductor, or employe "in-charge." Deduction shall be made for the time released up to the maximum established.

Q-1. What is an extended special tour?

A-1. A special service movement of 72 hours or more elapsed time, from time required to go on duty at point cars are placed in service to the time cars are released from the special service movement.

(3) It is understood the requirements of the service may not always permit granting sleep periods to the extent provided in this Rule, and where the scheduled period of sleep is not obtainable, the deductible hours shall be reduced by the difference between the scheduled sleep period and the time actually released for sleep. Any loss of scheduled sleep shall be verified and explained by the Pullman conductor or employe in charge. No deduction shall apply to any release for sleep of less than 2 consecutive hours.

Any of the scheduled sleep periods not obtained shall be paid for at the hourly rate in addition to all other earnings for the month and shall be credited and paid for in the payroll period in which the loss of sleep occurred.

BASIS OF CREDITING DAYS AND HOURS

RULE 5. Crediting Days in Road Service. In regular assignments, employes working full time shall be credited for each round trip performed the number of days there are employes in the assignment, as covered by operating schedule, except in assignments such as weekly, alternate-day, semi-weekly, tri-weekly and "clocker" operations. The days credited for such latter assignments shall be those provided by the operating schedule.

When the days credited for the last trip in a month extend into the succeeding month, they shall be prorated by allowing one day's credit for each calendar day remaining in the month (including day of departure if reporting time on such day is before noon) in which the trip was started and crediting the balance of the days to the succeeding month.

Example: A porter in a Chicago-Los Angeles assignment requiring 15 men and carrying hourage credit of 95 hours (49:30 hours westbound and 45:30 hours eastbound) in making a "lapover" trip on the following schedule:

Report	Chicago	8:00 P.M.	June 27
Released	Los Angeles	7:30 A.M.	June 30
Report	Los Angeles	8:00 P.M.	July 1
Released	Chicago	7:30 A.M.	July 4

should be credited with 3 days in June and 12 days in July.

An employe (regular or extra) working part time in regular assignment, or on extra-in-line cars operated on the same train, or section thereof, between the same terminals as the regular line car, shall be credited for a round trip the number of days there are employes in the regular assignment, as covered by operating schedule; a complete one-way trip in such service shall carry a credit of one-half of the round trip assignment.

Q-1. How shall an employe making less than a complete one-way trip in a regular assignment be credited?

A-1. On the hourly basis, under the rule for crediting hours in road service.

Time in excess of an average of 6:30 hours a day for the actual days credited in a part-time regular assignment shall be credited on the hourly basis, but such excess may be absorbed during the same month by the undertime hours in a similar assignment.

Example: During the month a porter makes one round trip in each of two regular assignments. One exceeds an average of 6:30 hours a day for the days credited and the other is an undertime run. The first trip has a credit of 4 days on the day-service basis and an alternative credit of 29:00 hours; the second trip has a credit of 5 days on the day-service basis and an alternative credit of 30:30 hours.

A porter making these two trips accumulates 9 days' credit on the day-service basis and an alternative credit of 59:30 hours. This employe should be credited on the day-service basis for 9 days and would have a balance of 1 hour credited on the hourly basis because 2 hours of the excess time on the first trip would be absorbed by the 2 hours' undertime on the second trip.

RULE 6. Crediting Hours in Road Service. In all classes of road service, except deadheading, the time of each trip shall be credited from the time required to go on duty until released from duty, less deductions, if any. In regular assignments, time credited in excess of the normal operating schedule due to delayed arrival of trains, up to 195 hours within a calendar month, shall constitute a part of the regular assignment.

In regular assignments, where the days credited for the last trip in the month extend into the succeeding month, the service hours in the trip shall be prorated by allowing 6:30 hours' credit for each day credited in the month in which the trip was started and crediting the balance of the hours to the succeeding month, except that late arrivals on trips (one way or round trips) completed within a month shall be credited in the month in which they occur.

Example: A porter in a Chicago-Los Angeles assignment requiring 15 men and carrying hourage credit of 95 hours (49:30 hours westbound and 45:30 hours eastbound) in making a "lapover" trip on the following schedule:

Report	Chicago	8:00 P.M.	June 27
Released	Los Angeles	7:30 A.M.	June 30
Report	Los Angeles	8:00 P.M.	July 1
Released	Chicago	7:30 A.M.	July 4

should be credited, under the rule for crediting days in road service, with 3 days in June and 12 days in July; and on the basis of the above Rule should receive alternative credit of 19:30 hours in June and the balance of 75:30 hours in July.

RULE 7. Deadhead Service. Employes deadheading, either on passes or cars, on Company business (except in connection with witness service) shall receive credit of 9:45 hours for each 24-hour period, and actual time up to 9:45 hours for less than a 24-hour period, time to be computed from time required to go on duty until arrival at destination, with a minimum credit of 6:30 hours where overnight trips are involved.

Q-1. Shall two or more succeeding trips deadheading on passes or equipment be coupled together and treated as a continuous trip?

A-1. Yes, provided no "held-for-service" time intervenes and the two deadhead trips involved do not include arrival at and departure from home terminal.

Example:

Leave	Miami	10:30 P.M.	1st day
Arrive	Jacksonville	6:30 A.M.	2nd day
Leave	Jacksonville	11:30 A.M.	2nd day
Arrive	Washington	8:30 A.M.	3rd day

The elapsed time on continuous trip basis is 34 hours. As no "held-for-service" time intervenes at Jacksonville, an employe making these two deadhead trips should be credited with 19:30 hours, instead of 8 hours for the first trip and 9:45 hours for the second trip.

Q-2. What is meant by an overnight trip for the purpose of this Rule?

A-2. A deadhead trip in which the reporting time and arrival time embrace the hours from 12 midnight to 6 A.M.

RULE 8. Station Duty. (a) When an extra employe is required to perform station duty or when called and reporting for road service and not used, such time shall be credited on the hourly basis and paid for in addition to all other earnings for the month with a minimum credit of 4 hours for each call if no other service follows continuously.

(b) When a regularly assigned employe is required to perform station duty or when called and reporting for road service and not used, such time shall be credited on the hourly basis and paid for in addition to all other earnings for the month, with a minimum credit of 6:30 hours for each call.

(c) Employes who are instructed to remain beyond their normal release time after arrival to be interviewed, to receive special instructions, for uniform inspection, or to make statements in connection with service matters, shall be compensated for the actual time required to remain, with minimum credit and pay of 1 hour in addition to all other earnings for the month.

(d) Employes who are required to leave their place of residence (at home station or opposite terminal) and report to a Company representative for interview, special instructions, uniform inspection, or to make statements in connection with service matters shall be compensated in accordance with paragraphs (a) and (b) of this Rule, except that an employe called for interview concerning incidentals and Commissary shortages shall not be compensated.

Q-1. What is station duty?

A-1. Station duty is any work performed by an employe at terminals where Pullman offices are located, other than that required of an employe assigned to road service, but it may include assisting such employe in preparatory work, including receiving.

Q-2. Is an employe entitled to credit for station duty at an away-from-home station?

A-2. Yes, if called upon to perform such service during layover or during time that is not credited as "held for service."

Q-3. An employe performs 2 hours station duty and then immediately goes into road service. What credit for station duty shall he receive?

A-3. 2 hours.

Q-4. Is time spent attending safety and service meetings to be credited as station duty, or otherwise?

A-4. No.

RULE 9. Witness Service. An employe required by the Management to appear as witness in court proceedings shall receive credit of 6:30 hours for each 24-hour period and actual time up to 6:30 hours for less than a 24-hour period, while in such service, and allowed legitimate and reasonable expenses actually incurred.

RULE 10. Held for Service. An employe in extra, deadhead, or incompleted regular service held at any point away from his home station beyond the layover established for his immediately preceding trip, as provided in Rule 21, with a maximum of 24 hours, shall be allowed "held for service" credit of 13:00 hours for each 24-hour period from expiration of layover and actual time up to 13:00 hours for less than a 24-hour period.

An employe operating in regular assignment who is held at the away-from-home station beyond the specified layover of the assignment shall be allowed hourly credit and pay from expiration of layover up to 6:30 hours for each succeeding 24-hour period. If the employe arrives at the away-from-home terminal after the specified layover has expired, "held-for-service" time will start after 12 hours from time he is released.

Employes "held for service" at home station by direction of the Management shall be credited with 6:30 hours for each 24-hour period, and actual time up to 6:30 hours for less than a 24-hour period. Regularly assigned employes so held shall be allowed total credits (including actual service) of not less than the credits they would have earned on their regular assignment.

Q-1. Shall an employe held out of service pending an investigation be credited under this Rule for time lost?

A-1. No, but see Rule 57.

RULE 11. Release of Less Than One Hour Between Trips. Time between trips shall be computed as continuous in all cases where the interval from time of release until again resuming duty is less than one hour.

Q-1. An employe performs deadhead service immediately prior to or following a service movement where the interval between movements is less than one hour. Shall layover for held-for-service purposes be determined on the basis of the combined credits for the deadhead and service movements?

A-1. Yes.

BASIS OF PAYMENTS

RULE 12. Payment for Days Credited. An employe completing a regular monthly assignment, properly credited, shall be paid his established monthly wage for such time, except where payment therefor on the hourly basis will produce a greater amount.

Q-1. Why are the words "properly credited" used in this Rule?

A-1. To emphasize that the crediting of time for employes on regular assignments must take into consideration rules providing for the following conditions:

(a) The deduction of time for sleep periods;

(b) The prorating of time when the last trip in the month extends into the following month;

(c) The inclusion of time credited in excess of the normal operating schedule due to delayed arrival of trains; and

(d) The crediting of time for trips made on layover or relief days in addition to monthly assignments.

Q-2. An employe completes a round trip in regular assignment in June carrying 12 days' credit and has 4 days' layover credit extending into July. He then lays off or leaves the service. How shall this employe be paid for this trip?

A-2. He shall be paid 8/30ths of his monthly wage for June and 4/31sts of his monthly wage for July.

An employe working part of a month in service credited on the day-service basis shall be paid his current daily rate for such time, except where payment therefor on the hourly basis will produce a greater amount.

RULE 13. Payment for Hours Credited. An employe shall be paid at his established hourly rate for all time credited on the hourly basis within the limits of the basic month, not paid for otherwise.

Q-1. How could time be "otherwise" paid for?

A-1. At the monthly or daily rate, where time credited on the day-service basis did not average more than 6:30 hours per day for the days paid for.

RULE 14. Payment for Overtime Credits. An employe shall be paid at his established overtime hourly rate for all hours credited within a calendar month in excess of the basic month.

Example: A porter makes one round trip in a regular assignment requiring 15 men and carrying alternative credit of 95 service hours, and in addition performs irregular service during the same calendar month carrying 135 credit hours. He should be paid for 15 days at his daily rate, for 110 hours at straight-time hourly rate and for 25 hours at the rate of time and one-half (95 hours plus 135 hours = 230 hours).

RULE 15. Additional Pay When Used on Layover or Relief Days. (1) A regularly-assigned employe who performs service on his specified layover or relief days in his own or another regular assignment shall be paid for the days doubled on the day-service basis as a part of the scheduled assignment and, additionally, shall be paid for the hours credited on the double at half-time rate. Service performed by a regularly-assigned employe on his specified layover or relief days in irregular service shall be paid for on the hourly basis at the rate of time and one-half.

(2) When excess hours are included in payment on day-service basis, they shall not be paid for as overtime, except that hours so credited in excess of 205 per month shall be paid for additionally at half-time rate.

(3) An employe operating in a regular assignment which has a preferred side (see Question and Answer 2, Rule 40), whose operation is disturbed, shall be restored promptly after return to his home station to his regular side of his run. He shall be paid for such held-for-service time as may accrue in restoring him to his regular assignment.

(4) "Sides" shall not be recognized in assignments other than those having preferred sides. However, when a regularly-assigned employe is doubled, he shall be paid such held-for-service time as may accrue in restoring him to his regular assignment.

Q-1. An employe is doubled in a regular assignment 24 hours prior to the expiration of his regular layover, and is credited with 20 hours of service within this period. How shall he be paid for this double.

A-1. He shall be paid on the day-service basis as a part of the regular scheduled operation, the same as on any other regularly-scheduled trip and, additionally, for 20 hours at half-time rate, and such held-for-service time as may accrue in restoring him to his regular assignment.

RULE 16. "In-Charge" Service. An employe in regular assignment equipped for and operating "in-charge" of one car shall be paid at his "in-charge" rate whether operating "in-charge" for the whole trip or only a portion thereof, or whether in one direction only or in both.

An employe in special service equipped for and operating "in-charge" a portion of a trip shall be paid his "in-charge" rate for the calendar days, any portion of which he is actually "in-charge."

RULE 17. Instruction Period. An employe, when hired, shall be placed under instruction for a reasonable period and shall be paid for such instruction period at his daily rate of pay.

RULE 18. Cleaning Interior of Cars. Employes required to perform interior cleaning of cars at layover points, as specified in operating schedules or otherwise authorized, shall be paid at the rate of $1.00 per cleaning.

RULE 19. Pay Periods. Employes shall be paid not less frequently than semi-monthly.

LAYOVERS AND RELIEFS

RULE 20. Layovers in Regular Assignments. Specific layovers at each terminal shall be designated in operating schedules for regular assignments.

RULE 21. Layovers Applicable for Purpose of Computing Held-for-Service. For the purpose of computing held-for-service, a layover of 2½ hours for each hour of credited service, less time enroute not credited, if any, with a maximum layover of 24 hours at an away-from-home station, shall apply to the following classes of service:

Regular service which is terminated at a point where no specified layover is established;

Extra-in-line service;

Special Service;

Extended special tour;

Deadheading on car;

Deadheading on pass at direction of Management (except in connection with witness service).

The layover period of an employe filling a regular assignment shall expire with the expiration of the time paid for the services performed, which is the layover designated in the operating schedule.

RULE 22. Days Off Duty. Not less than 96 hours off duty each month in 24-consecutive-hour periods, or multiples thereof, shall be allowed at designated home terminal.

RULE 23. Periodic Relief in Overnight Runs. Not less than 3 employes shall be operated on overnight round trip runs which operate daily.

Q-1. What is meant by an overnight round trip run under this Rule?

A-1. Any operation where the spread of the trip includes the hours from 12 midnight to 6 A.M. in each direction.

Employes operating in one night round trip assignments shall be given a 24-hour relief period after not more than 4 round trips.

RULE 24. Prorating Relief. When an employe operating in an assignment carrying periodic relief fails to complete the cycle, he shall be paid the pro rata proportion of the scheduled relief.

Example: In an assignment requiring 2 employes, where relief of one day is granted after 2 round trips, employes (regular or extra) making one round trip shall be allowed 2½ days' pay; likewise, employes making one-way trip shall be allowed 1¼ days' pay.

SENIORITY RIGHTS AND ROSTERS

RULE 25. Basic Seniority Date. Seniority begins the day the employe's pay starts in the seniority district and in the class to which assigned. Where the pay of two or more employes starts upon the same day the employing officer shall designate the order in which the names of such employes shall appear on the seniority roster.

The seniority of an employe shall be confined to the district in which regularly employed.

RULE 26. Seniority Rosters. Separate seniority rosters of each class, showing name and seniority date of employes, numbered in chronological order, in the respective districts, shall be revised and posted as of January 1st each year in a place accessible to those affected.

The following rosters shall be established:

(a) Porters (including porters-in-charge)

(b) Attendants (including Attendants-in-charge and Attendants assigned to kitchen work)

(c) Maids

(d) Bus Boys.

A copy of each seniority roster shall be furnished the Chairman of the Local Grievance Committee in the respective districts at the time posted.

An employe shall have 60 days from date his name first appears on the roster to protest his seniority date or relative position on the roster, except, where an employe is absent on leave or because of sickness at the time the roster is posted, this time limit shall apply from the date such employe returns to duty. If no such protest is taken within the 60 day period, future appeals shall not be recognized, unless the employe's seniority date or relative standing on the roster is changed from that first correctly posted.

RULE 27. Districts Consolidated. When districts are consolidated the employes affected shall be allowed full seniority on the consolidated roster. Assignments in existence shall not be bulletined as new runs at the time of consolidation.

RULE 28. Districts Divided. When a district is divided and the roster is separated, the employes involved shall have the choice on the basis of seniority of remaining in the old district or of transferring to the new district at the time of separation. All transfers under this Rule shall be made with seniority rights unimpaired.

RULE 29. Districts Discontinued. When a district is discontinued and runs are transferred, employes assigned to such runs, or an equivalent number, and a proportionate number of the extra employes, may transfer with the runs to the new point of operation, but such runs shall not be bulletined as new runs at the time of transfer. However, any vacancies caused by regularly-assigned employes not transferring shall be bulletined in the district

to which the run is transferred. Employes so transferred shall be allowed full seniority in the district to which transferred and their names shall be added to the seniority roster of that district in accordance with their full seniority rights.

Employes not so transferred shall, upon application, be privileged to transfer elsewhere under the provisions of Rule 30.

RULE 30. Permanent Transfer to Another District or Class. (a) When employes permanently transfer from one district to another (except as provided in Rules 27, 28, 29, 32 and 33), their seniority in the district to which transferred shall begin with the date of permanent transfer and they shall lose all seniority in the district from which transferred. Employes shall not be compelled to accept a permanent transfer to another district. The names of employes permanently transferred shall be posted for 30 days immediately after transfer in the district from which transferred.

(b) With Management's approval, an employe may transfer within the district where his name appears on the seniority roster from one class of service to another, coming within the scope of this Agreement with retention of accumulated seniority. However, when an employe transfers from one class of service to another his seniority in the class from which transferred will be retained and he will begin to accumulate seniority in the class to which transferred as of the date of transfer. His name shall appear only on the seniority roster of the class in which he is currently working. If such employe subsequently transfers back to a class in which he had previously worked, he would return with the same seniority he had in that class at the time he transferred from it. Likewise, if he again transfers to a second class of service in which he had previously worked, he will take up seniority in that class where he left off. The names of employes permanently transferred from one class to another within the same district shall be posted for 30 days immediately after transferred.

NOTE: For the purposes of this paragraph the Chicago Commissary and the other Chicago districts shall be considered "the district."

(c) When attendants are needed, bus boys in that district shall be given the oportunity to transfer to the attendants' roster on a basis of seniority, fitness, and ability; fitness and ability being sufficient, seniority shall govern.

RULE 31. Temporary Attendant or Bus Boy Rosters. In districts where commissary service now is operated or may be inaugurated in the future and seniority rosters for attendants or bus boys are not established, Management shall be privileged to establish temporary attendant or bus boy rosters under the following conditions:

(1) Attendants or bus boys from other districts operating such commissary service shall be given the oportunity to transfer to the temporary rosters without sacrificing their seniority in their home districts. Any additional requirements on these temporary rosters shall be filled by porters in the district concerned or by the employment of new porters, if necessary. All such porters shall be privileged to transfer to temporary rosters on a voluntary basis, seniority, fitness and ability to be considered; fitness and ability being sufficient, seniority shall govern.

(2) Existing seniority of employes transferred to temporary rosters shall not be impaired in any way and they shall continue to accumulate seniority in their re-

spective classes while on temporary rosters. Seniority on the temporary rosters shall begin with date of transfer and terminate upon leaving those rosters.

(3) Employes transferring to temporary rosters shall agree to remain on those rosters for at least 60 days.

(4) Employes transferring to temporary rosters shall have full displacement rights when returning to their permanent classifications, in accordance with the provisions of Rule 44.

(5) The bus boys' rate of pay shall apply to an employe transferring to a temporary bus boys' roster.

(6) Management shall advise the International President of the Organization in writing 5 days in advance of the establishment of a temporary attendant or bus boy roster.

(7) When new commissary service is established between a district having either a permanent or temporary attendant or bus boy roster and a district not having either such roster, the new commissary service shall be awarded to the district with the attendant or bus boy roster.

Exception: In the establishment of new commissary service on the "Clocker" operations between Philadelphia and New York, such commissary service shall be awarded to the district at which the long layover occurs.

(8) When new commissary service is established between two districts having temporary attendant or bus boy rosters the seniority of the senior extra porters of the two districts concerned shall determine which district will operate the new service.

(9) When new commissary service is established between a district having a permanent attendant or bus boy roster and a district having a temporary attendant or bus boy roster, the new service shall be awarded to the district having the permanent roster.

RULE 32. Runs Transferred to Another District. When a run is transferred from one district to another in the same city through change in ownership of roads over which it operates, terminal facilities or otherwise, the employes assigned to such run, or an equivalent number, may transfer with it, but such run shall not be bulletined as a new run at the time of transfer. However, any vacancies caused by regularly-assigned employes not transferring shall be bulletined in the district to which the run is transferred. Employes so transferred shall be allowed full seniority in the district to which transferred and their names shall be added to the seniority roster of that district in accordance with their full seniority rights.

RULE 33. New Service Acquired by Company. When sleeping or parlor car service is acquired by The Pullman Company, the employes taken over with such service shall retain their seniority rights in the lines acquired. When such service is consolidated with an existing district, the employes received by transfer shall begin to accumulate seniority rights in the district to which transferred as of the date taken over by The Pullman Company. Employes carried in the district at the time of transfer shall begin to accumulate seniority rights over the service acquired as of the date of transfer.

RULE 34. Temporary Transfers. When employes are transferred to other districts to work on seasonal runs or other temporary as-

signments, they shall retain their seniority in the district from which transferred, shall rank as junior to all employes in the district to which transferred and shall not accumulate seniority in such district, but shall exercise seniority rights among employes so transferred according to their seniority dates in their home districts.

RULE 35. Employes Promoted to Supervisory or Higher-Rated Positions. Employes promoted to supervisory or higher-rated positions with The Pullman Company shall retain their seniority rights unimpaired, shall continue to accumulate seniority during the time solely employed in such supervisory positions and shall have displacement rights as provided in Rule 44 when returning to road service. This Rule shall not be retroactive, but employes heretofore promoted and now filling such positions shall accumulate seniority from October 1, 1937.

Vacancies in positions of Custodian shall be offered in seniority order to employes coming under the provisions of this Agreement. Employes hereafter transferring to position of Custodian shall retain their seniority rights unimpaired, shall continue to accumulate seniority during the time solely employed as Custodian, and shall have displacement rights as provided in Rule 44 when returning to road service.

RULE 36. Employes Serving in Organization Positions. Employes elected or appointed to official positions in the Organization shall retain their seniority rights unimpaired, shall continue to accumulate seniority during the time solely employed in such official positions and shall have displacement rights as provided in Rule 44 when returning to road service.

RULE 37. Continuity of Seniority. No deductions shall be made from the seniority of employes coming within the scope of this Agreement for time spent on authorized leaves of absence, furloughs or sickness.

ASSIGNMENT OF RUNS

RULE 38. Operating Schedules. Schedules of regular lines shall be prescribed by the Management and posted in places accessible to those affected or concerned.

RULE 39. Assignment of Runs to Districts. In the establishment of new service, consideration will be given to the seniority of extra employes in the districts involved in determining which district shall furnish the employes. The facilities of the district and the number of extra employes carried being sufficient, the run shall be given to the district where the extra employes have the greater seniority.

Q-1. What shall be considered new service?

A-1. The following shall be considered new service:

(a) Any additional service;

(b) Change of a terminal in an established run;

(c) A permanent change in the type of car regularly operated in a run which requires the assignment of an employe of a different classification under this Agreement.

Q-2. How shall "greater seniority" be determined?

A-2. It shall be the average seniority of the number of extra employes required for the service, starting with the senior extra employe.

Q-3. Who is the senior extra employe?

A-3. The employe whose name on the roster of the class involved immediately follows that of the junior employe

of the total number of employes of the class required to man the regular assignments of the district. To illustrate, if 55 porters are required to fill all of the regular porter assignments of a district, then the 56th porter of that district is the senior extra porter of the district. However, employes (other than furloughed employes) who have not performed service during the 6 months preceding the inauguration of the service shall not be counted in making this calculation.

ASSIGNMENT TO RUNS

RULE 40. Bulletining of Runs. (a) New runs, each side of a run which has preferred sides, also seasonal runs and vacancies known to be of more than 60 days' duration shall be promptly bulletined for a period of 10 days in the district where they occur. Employes desiring to bid for such runs shall file their applications with the designated official within the prescribed period and assignment shall be made within 5 days thereafter. Employes bidding on more than one bulletined run shall specify in their applications their first choice, second choice, etc.

The name of each employe assigned shall be immediately posted where the run or vacancy was bulletined.

An employe who has been assigned to a run shall be placed in it in seniority order after expiration of the layover from his preceding trip except that he shall be privileged to depart before the expiration of the layover from his preceding trip with the understanding that when an employe departs prior to the expiration of the layover from his preceding trip, the Company shall pay him straight time only for such "double" and shall not be required to pay at a punitive rate for any punitive time which may result from such "double." The hours accumulated on such doubles shall not be included in the total hours for the month.

For the purpose of this Rule extra employes shall not be considered as having a layover. A regularly-assigned employe who is awarded another run shall have no rights in the run from which he bid.

Q-1. If an employe is absent for a period of more than 60 days because of illness, suspension, or leave of absence, shall the run vacated by such employe be bulletined as provided in this Rule?

A-1. Yes, the run shall be bulletined as soon as it is known that the employe will be absent for more than 60 days.

Q-2. What are assignments having preferred sides?

A-2. Assignments where the home layovers occur on the same day or days of a week, as for instance, runs requiring 1-1/6, 1-3/4, 2-1/3, 3-1/2, 4-1/5, 4-2/3, 5-1/4, 7, 9-1/3, 10-1/2, or 14 employes.

(b) An employe absent in service, on leave of absence, on suspension or vacation, or absent account illness during the period a run is bulletined and awarded to a junior employe shall have the privilege, fitness and ability being sufficient, to displace any junior employe assigned to a line during his absence. Such displacement rights shall be exercised within 20 days from the date he returns to his home terminal or returns to duty.

(c) When no bids are filed for a bulletined assignment, such assignment shall be filled by assigning the junior extra employe having sufficient fitness and ability therefor and who has served his probationary period. However, such

an employe shall not be assigned until the day before he is due out and such assignment shall not be made until the employe is available on that day. A senior extra employe shall have the right to displace into the line.

RULE 41. Resigning from Regular Assignments. A regularly-assigned employe may resign from his assignment by giving a 15-day written notice to his district representative, provided there is an employe on the extra board in that district who is junior to him and who has served his probationary period, including employes on temporary transfer in that district. The 15-day period shall commence at the time and date written notice of resignation is postmarked or is filed with his district representative.

An employe who resigns from his assignment shall not have displacement rights, but shall have the right to exercise his seniority to bid on bulletined runs or assignments.

An employe who resigns from an assignment shall be considered an extra employe at the expiration of the specified layover accruing to the last trip he makes in his assignment from which he is resigning and provided the 15-day resignation period has expired.

Where a regularly-assigned employe resigns from his assignment, the vacancy will be promptly bulletined.

A regularly-assigned employe who resigns his assignment and accepts a temporary transfer to another seniority district shall retain seniority in his home district.

RULE 42. Re-Bulletining Changed Runs. A change in terminal, any change in a run that creates or eliminates a preferred side, alteration of total home layover in excess of 10 per cent or change from or to an "in-charge" operation shall constitute a changed run which shall be bulletined as provided in Rule 40.

Where a run is changed for any cause which requires that it be re-bulletined, the senior employes in the assignment up to the number required for the changed operation shall be privileged to continue in the run until awards are made under the new assignment, except in cases where a run is changed from a non-in-charge to an in-charge run in which event the employes not qualified to run in-charge shall immediately be displaced and may exercise their displacement rights as provided in Rule 44.

RULE 43. Temporary Discontinuance of an Assignment. (a) Where a regular assignment has been temporarily discontinued or interrupted due to "acts of God," such as storms, hurricanes, earthquakes, floods, etc., the employes affected, when at or returned to their home station, shall not be considered as "held for service." Their names shall be placed on the extra list after expiration of layover and they may be assigned as extra employes in accordance with Rule 46 to service which will make them available for their regular assignment when resumed. If such an employe is due an assignment which would not make him available for his regular run, he will be excused and revert to the foot of the extra list.

(b) Where a regular assignment has been temporarily discontinued or interrupted due to causes other than "acts of God," the employes affected, when at or returned to their home station, shall be placed on the extra list after expiration of layover and as extra employes shall be subject to any assignment or assignments which will make them available for their next regular trip, if possible, or otherwise within a reasonable time. They shall not receive less credit than they would have earned on their regular runs had such runs not been temporarily discontinued, provided they do not refuse an assignment.

(c) When a regularly-assigned car is cut out en route and the run is blanked to the away-from-home station of the assignment the employe assigned to such run, when conditions permit, may be deadheaded to the away-from-home station of the run to protect the return trip of the assignment.

(d) When a regularly-assigned car having commissary features is temporarily replaced by another type of car having commissary features, either at the home station or at the away-from-home station of the attendant, the regularly-assigned attendant shall go out on the run, except that when at his home station, if he signifies a desire not to go out, the assignment shall be filled from the "extra" list of attendants. Under such circumstances the regularly-assigned attendant shall automatically revert to the "off" list with loss of time.

When a non-commissary car is temporarily substituted for a commissary car, an extra porter shall be assigned.

(e) Where the temporary discontinuance of a regular assignment under this rule extends beyond 15 days, the assignment shall be discontinued and the employe thus affected shall have displacement rights as provided in Rule 44. When the assignment is restored, it shall not be considered as new service under the provisions of Rule 39 but shall be rebulletined in accordance with the provisions of Rule 40.

RULE 44. Displacement Rights of Employes. An employe who loses his run through no fault of his own may apply for and shall have the right, in accordance with the provisions of Rule 45, to occupy any assignment covered by the same seniority roster in his district where his seniority is greater than that of an employe on such assignment. Displacements shall be made at the designated home terminal of the run at least 3 hours prior to the reporting time of the run into which displacement is to be made.

The right of a displaced employe to apply for another assignment must be exercised within 20 days (480 hours) from the time and date of displacement (expiration of layover), except that when displaced while absent in service or absent on account of illness, suspension, leave of absence or vacation, the 20 days (480 hours) shall date from the time and date the employe returns to his home terminal from service or reports for duty at his home terminal following illness, suspension, leave of absence or vacation.

In the event an employe becomes ill, goes on vacation or on leave of absence, or is suspended after being displaced, the right to apply for another assignment must be exercised within 20 days (480 hours) from time and date of displacement.

For the purpose of this Rule, an employe desiring to displace a junior employe shall signify his intention in writing and shall immediately be considered as assigned to such a run and shall be permitted to enter the run in the same manner as provided in the third paragraph of Rule 40 (a).

An employe who has resigned from a regular assignment to accept a temporary transfer shall not have displacement rights in runs bulletined during the period he was absent on temporary transfer.

An employe absent in service or who is absent because of illness, suspension, leave of absence, or vacation, during the period an assignment is bulletined and awarded to a junior employe shall have the privilege of displacing such junior employe in accordance with the provisions of Rule 45.

RULE 45. Seniority, Fitness and Ability. Assignments to regular service, by bulletin or displacement, shall be made on the basis of seniority, fitness and ability; fitness and ability being sufficient, seniority shall govern.

Employes shall not be paid for time lost in the exercise of seniority.

In the event the senior applicant is not assigned and waives his right to appeal, he may, within 5 days from date of non-assignment, request the district representative of the Company to suggest a course of training or preparation designed to correct his shortcomings. Such suggestion shall be made, and if within 30 days thereafter, the employe is able to qualify without expense to the Company he shall be placed in the assignment for which he made application.

Exception: Where the expense for maid service is borne by a railroad company or companies, maids may be, in order to meet the wishes of the roads, assigned without regard to seniority.

EXTRA EMPLOYES

RULE 46. Operation of Extra Employes Out of Home Station. (a) Extra employes when available, except as provided herein, shall be used "first-in, first-out" in accordance with expiration of layover. The layover shall be the total credited hours the employe accumulated from the time he last left his home station until he returns, with a maximum layover of 5 days. Upon return to his home station, the employe shall promptly inform the signout office of the total number of credited hours accumulated since he last left his home station, and, in addition, he shall report the total number of credited hours accumulated in the current month. Employes may report in person or by telephone to the signout office. Extra employes shall be furnished an assignment slip showing time and place required to report for duty, also destination. (This paragraph effective February 1, 1964)

(b) A regular signout period shall be established in each district and agency where a porters', attendants', maids', or bus boys' roster is maintained, at which time assignments will be made for a succeeding 24-hour period. Such 24-hour period shall be designated as a signout day, and the specific starting hour of the signout day shall be determined by local conditions. The signout period shall be determined by local conditions. The local representative of the Brotherhood of Sleeping Car Porters shall be notified in writing by the district representative at least 5 days in advance of any change in the schedule of the signout period or the signout day and bulletin shall be posted for the information of the employes.

(c) At the beginning of the signout period, all known assignments which have a reporting time falling within the next signout day shall be listed in the order of reporting time separately for each group of employes carried on rosters. Road service assignments (which include deadhead assignments) shall first be grouped in chronological order. During the specific signout period, such assignments shall be held for the required number of extra employes in the order of their standing on the extra list and those who are excused or who fail to make themselves available shall be dropped to the bottom of the extra list at the close of the signout period. Wherever the phrase "bottom of the extra list" is used in this rule, it shall be interpreted to mean one minute after the layover of the employe on the extra list who has the longest layover at the time.

An extra employe who in a calendar month has accumulated the number of credited hours (hours on duty as shown on time sheets) comprehended in the basic month will be continued in his position on the extra board but will not be assigned therefrom during the balance of such calendar month while qualified extra employes who have not accrued the number of credited hours comprehended in the basic month are available. On lapover trips where the proration rule is applied, occurring at the end of the month only, the credited hours reported for signout purposes shall be the days paid for in the current month multiplied by the hours of the basic day. (This paragraph effective February 1, 1964)

(d) An employe released at his home station following a road service assignment must register in person or by telephone before he will be considered

for another assignment. He will be considered for assignment during a signout period only if he has previously registered at least one hour prior to the scheduled start of the signout period; however, if he registers during the signout period, he shall be considered for assignments to be filled after the signout period is completed. It shall be the obligation of each employe to contact the signout office during the signout period to receive an assignment to which he is entitled.

(e) An assignment remaining unfilled at the close of the signout period and all assignments developing after the beginning of the signout period which have a reporting time prior to the end of the signout day shall be made to the remaining available employes of that group, according to their standing on the extra list, who are registered for that signout day. Thereafter, station duty assignments, having been grouped in chronological order, shall be made. Employes excused from these assignments shall immediately revert to the bottom of the extra list, except that an employe excused from station duty shall not lose his position on the extra list.

An extra employe assigned to station duty shall be given a road service assignment which both arises and has a reporting time during his tour of station duty. Where sufficient extra employes are available, employes shall not be assigned to station duty for the following morning when it is practically certain they will get a road service assignment that day.

(f) Road service assignments having the same reporting time shall be assigned in accordance with their destination, starting with the one with the farthest destination. When there is service requiring two or more employes with the same reporting time and employes eligible under this rule have layovers expiring simultaneously, the senior employe shall be given the assignment with the farthest destination. Likewise, when there is requirement for one employe and there are two or more employes eligible under this rule whose layovers expire at the same hour, the senior employe shall be given the assignment.

(g) An employe whose assignment is canceled or an employe who reports at his home terminal after the assignments have been made for the day, shall not be privileged to displace another local extra employe of his group already assigned, but may displace a regularly-assigned employe who is being "doubled." An employe shall not be removed from an assignment after reporting time of the assignment.

(h) An employe assigned under this rule and later excused from the assignment shall immediately revert to the bottom of the extra list. An employe shall not be "dropped" for inability to take an emergency assignment, other than provided above, unless the employe is given at least two hours in which to cover the assignment as given.

(i) Witness service of less than 6:30 hours, station duty and "called and not used," shall not be considered an assignment under this Rule.

(j) This Rule shall not operate to prohibit the use of an employe out of an away-from-home station (including an intermediate station) in service moving toward his home station on a direct railroad route having through Pullman service or by a rail route diverging in mileage from the direct route not to exceed 15 per cent or to a point within a radius of 50 miles of his home station. The 50-mile radius shall be applicable when the 15 per cent of the mileage off the direct route is less than 50 miles.

Q-1. What is meant by "the direct route" as used in this paragraph (j)?

A-1. The direct route means the railroad route with the shortest mileage between two points.

(k) An employe absent from service because of illness, injury, or on a leave of absence when again reporting for duty shall have his name entered at the bottom of the extra list. Likewise, an employe received on or from temporary transfer, recalled from furlough, or a regularly-assigned employe displaced or resigning from an assignment, shall have his name entered at the bottom of the extra list.

(l) An employe who has served a suspension shall upon completion of such time have his name entered on the extra list in the position he would occupy had such time been treated as layover. (An employe suspended shall be given definite advice of the date and hour the suspension expires.)

(m) A daily record shall be kept at each district and agency showing the employes available for the signout period, listing them in chronological order and showing their layover expiration, covering all assignments of extra employes, both local and foreign. The daily record shall also include notations indicating date and time requests for cars were received from the railroads covering assignments made after the close of the signout period. These records shall be kept on a uniform basis in all districts and agencies and shall be available for inspection by employes or their representatives at any time.

Exceptions to "first-in, first-out" provision:

(1) Use of employes while serving their 6 months' probationary period.

NOTE: It is understood that under this exception the Management will use such extra employes with a view to giving them the greatest variety of experience.

(2) Use of employes with less than 2 years' service in filling "in-charge" assignments.

NOTE: When no two-year employes are available on the extra list, regular line employes may be used.

(3) Use of employes, irrespective of seniority or assignment, in filling private car or unusual special service requirements.

Q-1. What is a private car?

A-1. A private car is a railroad private car or railroad business car operated by The Pullman Company for an individual of prominence.

Q-2. What constitutes an unusual special service requirement?

A-2. A car provided for an individual or individuals of prominence such as the President of the United States, the Governor of a State, or the President of a Railroad Company. This exception is not to apply to special service tours such as for Kiwanis Clubs, chambers of commerce, and fraternal organizations.

RULE 47. Regulating Number of Extra Employes. Extra boards shall be so maintained as to afford each employe carried thereon, as nearly as possible, minimum earnings of approximately two-thirds of basic month's pay.

This Rule shall not be construed as guaranteeing two-thirds of a basic month's pay.

REDUCING AND INCREASING FORCES

RULE 48. Reducing and Increasing Forces. In reducing forces, seniority shall prevail in determining those to be retained in service. When more than one employe is to be furloughed, senior employes of the group to be furloughed shall be withheld from service until the arrival at the home station and furlough of the junior employe of the group.

Five calendar days notice of abolition of regular assignments shall be given to employes operating in runs which are permanently discontinued. However, this rule shall not apply under emergency conditions such as flood, snow storm, hurricane, earthquake, fire or strike, provided the Company's operations are suspended wholly or in part and provided further that because of such emergency the work which would be performed by the incumbents of the assignments to be abolished or the work which would be performed by the employes involved in the force reductions no longer exists or cannot be performed. Under such circumstances not more than 16 hours advance notice of abolishment shall be required.

When forces are increased, those furloughed shall be returned to service in the order of their seniority, provided they have filed their names and addresses with the district representative of the Company. Failure to report for duty within 7 days after written notice shall have been mailed or telegraphed to the last recorded address shall automatically terminate employment relation with the Company, unless a satisfactory explanation is given.

GRIEVANCES AND CLAIMS

RULE 49. Hearings. An employe shall not be disciplined, suspended or discharged without a fair and impartial hearing.

Discipline shall be imposed only when the evidence produced proves beyond a reasonable doubt that the employe is guilty of the charges made against him.

An employe may, however, be held out of service pending investigation, hearing, and decision.

An employe shall be notified in writing of the time and place of hearing and the specific charge against him not later than 90 days from the date the Company receives the original complaint. The charge shall not be made up solely of broad and general words but shall state the particular acts the employe is charged with committing. If the Company fails to notify the employe of time and place of hearing or fails to make a specific charge against him within 90 days from receipt of original complaint, the complaint shall be barred.

Hearings shall be held within 20 days from the date the specific charge shall have been mailed to the employe at his last recorded address and decision shall be rendered in writing within 20 days after hearing is completed.

When charges are preferred against an employe under this Rule, a copy of said charges shall be mailed to the local representative of the Organization in the district where the hearing is to be held. Copies of all decisions rendered by the Company in which discipline is assessed against an employe covered by this Agreement shall be mailed to the local representative of the Organization in the district where the hearing is held.

No charges upon which an employe has been disciplined which appear on the employe's service record shall be introduced into the hearing of a current case unless previous disciplinary action was a result of charges similar to the current charge and shall be limited to such previous incidents as have occurred within a 5-year period prior to the date of the current incident.

An employe shall be furnished a full and exact copy of the original letter of complaint within 30 days after date of receipt by Management. If such letter is not given the employe or mailed to his last recorded address within 30 days from date of receipt by Management, the complaint shall be barred.

When an employe is to be interviewed by a representative of The Pullman Company or of a Railroad Company on a complaint, he shall be privileged to have his duly-authorized representative present.

RULE 50. Unjust Treatment. When an employe considers he has been unjustly treated and desires a hearing, he or his duly authorized representative shall make written request containing the specific charge to his district representative within 60 days from date of alleged unjust treatment or it shall be barred. Hearing shall be held within 20 days from date of receipt by the district representative of request for hearing. Decision shall be rendered in writing within 20 days after hearing is completed.

RULE 51. Witnesses, Testimony, and Records. At the hearing the employe aggrieved may remain throughout the proceedings and with the designated representatives of the interested parties shall have the following privileges:

(1) To produce witnesses and cross-examine any who are present at the hearing and testify;

(2) To make statements off the record upon request.

When testimony, written or oral, is presented in a hearing against an employe, only that part of the testimony which is germane or relevant

to the charges against the employe shall be admitted in the record.

A transcript of all hearings shall be made and two copies furnished the employe or his representative.

RULE 52. Date of Suspension. If a regularly-assigned employe is suspended, the suspension shall date from the time he is taken out of service which shall be the expiration of his layover at his home station from the previous trip. Where an extra employe is suspended, the suspension shall date from the reporting time of the next assignment due him at his home station.

If an employe shall have been held out of service pending investigation for a longer period than is represented by the discipline administered, he shall be compensated for the wage loss, if any, suffered by him for the time in excess of the disciplinary period. Such compensation shall be the amount of wages he would have earned, less compensation received in other employment.

RULE 53. Appeals. If the decision of the district representative is not satisfactory, the employe involved or his representative shall have the right of appeal. Such appeal shall be made in writing within 30 days from date of decision of the official initially handling the case to the Appeals Officer, or to such other officer as may be designated from time to time by the Vice-President, Operating Department. If conference on appeal is requested, it shall be held within 20 days of date of receipt of request and decision shall be rendered within 20 days after conference is completed. If no conference is requested, decision of the Appeals Officer shall be made within 20 days after receipt of the appeal. Decision of the highest officer designated to handle appeals shall be final and binding, unless appealed in accordance with the provisions of the Railway Labor Act within 60 days from the date of decision.

RULE 54. Extension of Time Limits. The time limits provided in Rules 49, 50, and 53 (discipline and grievance rules) may be extended by mutual agreement.

RULE 55. Remanding Grievances. When new evidence or testimony, not available at the last hearing, is introduced at the time a grievance is being considered in conference on appeal, either party may elect to have the case remanded for rehearing and decision under Rule 49. If not then satisfactorily adjusted, it shall be returned to the remanding official. No case shall be remanded more than three times.

RULE 56. Application and Decision in Writing. Applications for appeals and all decisions thereon shall be in writing.

RULE 57. Record Cleared of Charges. If final decision exonerates the employe of the charge preferred against him, his record shall be cleared of such charge, and if held out of service or dismissed he shall be reinstated and compensated for the wage loss, if any, suffered by him. Such compensation shall be the amount of wages he would have earned, less compensation received in other employment.

CLAIMS

RULE 58. Application and Interpretation of Agreement. Claims involving the application and interpretation of rules of the Agreement shall be handled as promptly as possible. When such claims are presented in writing to the district representative of the Company by the local representative of the Organization, the latter shall submit a statement of facts in

the case and refer to the Rule or decision on which the Organization bases its claim. If the claim is not allowed by the district representative, he shall furnish the local representative of the Organization with a written statement of facts and reasons why claim is not allowed. If conference is desired by either party, it shall be granted without unnecessary delay.

If the claim is not adjusted by the district representative and the local representative of the Organization, they shall prepare and exchange separate statements setting forth their respective versions of the facts for the information of an International Vice-President of the Organization or such other officials as the Organization may from time to time designate and the Appeals Officer in Chicago or to such other operating officer as may be designated from time to time by the Vice-President, Operating. No argument shall be used in the statement of facts. Any further appeal may be taken in accordance with provisions of the Railway Labor Act.

Claims shall be outlawed unless instituted within two years from date of alleged infraction of rules.

Q-1. What is a claim?

A-1. A claim is a dispute involving the application or interpretation of rules of the Agreement.

REPRESENTATION

RULE 59. Representation. The Brotherhood of Sleeping Car Porters, referred to in this Agreement as the "Organization," shall represent all employes covered by this Agreement in the making of Agreements concerning rates of pay, rules and working conditions, and interpretations thereof, generally applicable to said employes, for so long as such representation is maintained in accordance with the provisions of the Railway Labor Act, and shall have the right to initiate claims alleging violation of Agreement rules.

An individual employe, in handling a grievance involving himself or handling his own personal claim, shall have the right to and must designate his representative at the hearing or at the first conference, as the case may be, and advise whether he will be represented in person, by counsel (any other person or persons), or by the Organization, and he shall notify the Management and his representative in writing of any change in representation.

All personal claims involving the application or interpretation of rules of this Agreement, handled by an individual employe without representation by the Organization, shall be adjusted in accordance with the rules of the Agreement and interpretations agreed upon between the Organization and the Management, and the advice of settlement made shall be in written form and a carbon copy thereof shall be furnished to the district representative of the Organization.

In hearings and conferences (excepting Agreement negotiations), the conferees shall not exceed 4 in number on each side.

MISCELLANEOUS RULES

RULE 60. Time and Place for Reporting. Operating schedules for regularly-assigned employes and assignment slips for other employes shall prescribe the time and place required to report for duty.

In event a dispute arises over the amount of time allotted for the preparation of or putting away of cars at terminals, a joint investigation shall be conducted to review the work required and, if necessary, a test made to determine the proper time allowance.

RULE 61. Failure to Report. An employe unable to report for duty for any cause shall notify his supervisor, in advance if possible, otherwise as soon as conditions permit, preferably in writing.

RULE 62. Absence Without Permission. An employe absent from work without permission for a period in excess of 7 days shall be considered out of the service, unless a satisfactory explanation is given.

RULE 63. Notification of Disallowed Time. When time claimed on time sheet by an employe is not allowed, he shall be promptly notified and, on request upon his district representative, shall be given reasons why such time was not allowed.

RULE 64 Leaves of Absence. Employes on request will be granted reasonable leaves of absence when they can be spared without interference to the service, but not to exceed 90 days. An employe who fails to report for duty at expiration of his leave of absence shall be considered out of the service unless such failure is the result of unavoidable delay, under which condition the leave shall be extended to include the delayed time. Employes on leave of absence accepting other employment without the Management's written permission shall be considered out of the service. This Rule shall not take precedence over Rule 36.

RULE 65. Committeemen. Employes acting as committeemen representing employes governed by the provisions of this Agreement will, upon request, be granted necessary time off and shall retain their seniority rights unimpaired during the time so occupied. They shall be furnished available sleeping accomodations designated by the Management when required to travel on committee work.

RULE 66. Period of Probationary Employment. 6 months from date last employed (exclusive of time on furlough or time absent for any cause) shall be considered sufficient time to determine the competency of an employe. Within the probationary period the service of an employe may be terminated for any cause. He shall have the right to a hearing in accordance with the provisions of Rule 49, but shall not be privileged to appeal therefrom.

RULE 67. Return to Work of Employes Retired Under Total Disability. An employe retiring under the disability provisions of the Railroad Retirement Act or The Pullman Company's Retirement and Pension Plan will retain seniority until he attains the age of 65 years. The vacancy resulting from such an employe's retirement will be bulletined as provided in Rule 40. Should the employe recover sufficiently to resume service prior to reaching the age of 65, he may exercise his seniority as provided in Rule 44.

RULE 68. No Shut-Down Nor Suspension of Work. While questions in dispute are pending, there shall be neither a shut-down by The Pullman Company nor a suspension of work by the employes.

RULE 69. Duration of Agreement. This Agreement, when signed by the authorized representative of The Pullman Company and of the employes, shall become effective January 1, 1964, and shall supersede all Agreements governing rates of pay, rules and working conditions heretofore made for the employes involved herein. It shall continue in force until changed in accordance with the provisions of the Railway Labor Act.

Signed at Washington, D. C., this 17th day of December, 1963.

For The Pullman Company:

F. J. BOECKELMAN
Assistant Vice President-Operating

For the Employes, Represented by the Brotherhood of Sleeping Car Porters.

A. PHILIP RANDOLPH
International President, Brotherhood
of Sleeping Car Porters.

REVISED VACATION AGREEMENT
FOR PULLMAN PORTERS, ATTENDANTS, MAIDS
AND BUS BOYS, EFFECTIVE JANUARY 1, 1964.

In conformity with the Agreement of December 17, 1963, between The Pullman Company and its porters, attendants, maids and bus boys, represented by the Brotherhood of Sleeping Car Porters, the Vacation Agreement for Pullman porters, attendants, maids and bus boys, last amended November 28, 1960, is hereby revised as follows effective January 1, 1964:

Section 1. (a) An annual vacation of 6 days with pay, or pay in lieu thereof, will be granted to each employe covered by this Agreement who renders compensated service on not less than 144 days during the preceding calendar year in any capacity with The Pullman Company, or if he is paid for a total of 144 days or 984 hours as provided in the employes' working Agreement. Effective January 1st of each of the following years the required hours of compensated service shall be reduced for a vacation to be earned in that year, qualifying for a vacation in the following year, as shown below:

1964 - 912 hours
1965 - 850 hours
1966 - 835 hours, and each year thereafter

(b) An annual vacation of 12 days with pay, or pay in lieu thereof, will be granted to each employe covered by this Agreement who renders compensated service on not less than 132 days during the preceding calendar year, or if he is paid for a total of 132 days or 902 hours, as provided in the employes' working Agreement, and who has 3 or more years of continuous service in any capacity with The Pullman Company and who during such period of continuous service renders compensated service on not less than 132 days or 902 hours in each of three years, not necessarily consecutive. Effective January 1st of each of the following years the required hours of compensated service shall be reduced for a vacation to be earned in that year, qualifying for a vacation in the following year, as shown below:

1964 - 836 hours
1965 - 778 hours
1966 - 765 hours, and each year thereafter

(c) An annual vacation of 18 days with pay, or pay in lieu thereof, will be granted to each employe covered by this Agreement who renders compensated service on not less than 120 days during the preceding calendar year, or if he is paid for a total of 120 days or 820 hours as provided in the employes' working Agreement, and who has 15 or more years of continuous service in any capacity with The Pullman Company and who during such period of continuous service renders compensated service on not less than 120 days or

820 hours (160 days or 1,093 hours in the years 1950-59 inclusive; 160 days or 1,217 hours in 1949, and 160 days or 1,280 hours in each of such years prior to 1949) in each of such years, not necessarily consecutive. Effective January 1st of each of the following years the required hours of compensated service shall be reduced for a vacation to be earned in that year, qualifying for a vacation in the following year, as shown below:

1964 - 760 hours
1965 - 708 hours
1966 - 696 hours, and each year thereafter

(d) When computing the days and hours enumerated in paragraphs (a), (b), and (c) above, all payments made under the employes' working Agreement and this Vacation Agreement shall be taken into account in determining qualification for vacation.

(e) The following hours shall be considered the equivalent of one day in the application of paragraphs (a), (b), and (c) above:

Prior to September 1, 1949	-	8 hours
Beginning September 1, 1949 to December 31, 1963 incl.	-	6:50 hours
Year of 1964	-	6:20 hours
" " 1965	-	5:54 hours
Effective January 1, 1966	-	5:48 hours

(f) Calendar days on which an employe carried on the extra board is available for service and on which days he performs no service, not exceeding 60 such days in the last qualifying calendar year, will be included in the determination of qualification for vacation; calendar days, not in excess of 30 days in the last qualifying calendar year, on which an employe is absent from and unable to perform service because of injury received on duty will also be included. Such days can be converted into hours in accordance with paragraph (e) above.

(g) Where an employe is discharged from service and thereafter restored to service during the same calendar year with seniority unimpaired. service performed prior to discharge and subsequent to reinstatement during that year shall be included in the determination of qualification for vacation during the following year.

Where an employe is discharged from service and thereafter restored to service with seniority unimpaired, service before such discharge and after restoration shall be included in computing the days or hours under Section 1 (a), (b) or (c).

(h) Only service performed for and paid for by The Pullman Company may be combined in determining the qualifications provided for in this Section 1.

(i) Calendar days in each current qualifying year on which an employe renders no service because of his own sickness or because of his own injury shall be included in computing days of compensated service and years of continous service for vacation qualifying purposes on the basis of a maximum of 10 such

days for an employe with less than 3 years of service; a maximum of 20 such days for an employe with 3 but less than 15 years of service; and a maximum of 30 such days for an employe with 15 or more years of service with The Pullman Company. Such days can be converted into hours as provided in paragraph (e) above.

(j) In instances where employes have performed 7 months' service with The Pullman Company, or have performed in a calendar year, service sufficient to qualify them for a vacation in the following calendar year, and subsequently become members of the Armed Forces of the United States, the time spent by such employes in the Armed Forces will be credited as qualifying service in determining the length of vacations for which they may qualify upon their return to the service of The Pullman Company.

Section 2. Vacation allowances for employes qualified for a vacation under Section 1 hereof shall be calculated on the following basis:

(a) An employe having a regular assignment entitled to receive 6, 12 or 18 days' vacation, or pay in lieu thereof, under Section 1 (a), (b) or (c), respectively, shall be credited and paid the number of days there are employes in the assignment held by him for the maximum number of round trips (including layover days) he could complete during the vacation period (as shown in Section 12 (a), (b) and (c) hereof). He shall be credited with the number of service hours shown on operation form 93.127 for the maximum number of round trips he could complete during his vacation period.

(b) In the event the number of days in the round trip or trips taken off for vacation, under paragraph (a) of this Section, does not equal the full 6-day, 12-day or 18-day vacation period, the additional day or days, as shown in the vacation tables in Section 12 (a), (b) or (c) hereof, shall be paid in addition to all other earnings at the employe's current daily rate, but no hourly credit shall accrue for such additional days.

(c) An employe having a regular assignment who qualifies for a vacation under Section 1 (a), (b) or (c) and who is in a run to which more than 6,12 or 18 employes are assigned at the time his vacation is due to be taken shall be given one round trip and be credited with the number of service hours shown on operation form 93.127 and paid the number of days there are employes in the assignment.

(d) An employe operating on the extra board who qualifies for a vacation under Section 1 (a), (b) or (c) shall be paid 6, 12 or 18 days, respectively, at his current daily rate.

Section 3. Vacation, or allowances therefor, under two or more agreements held by different organizations on The Pullman Company shall not be combined to create a vacation of more than the maximum number of days provided for in any of such agreements. Each employe who qualifies for a vacation will be granted a vacation or will be paid in lieu thereof under the provisions of the Agreement of the craft or class in which the employe is working at the time the vacation is granted or payment made in lieu thereof.

Section 4. Time off on account of vacation with pay will not be considered as time off account employe's own accord under any guarantee rules and will not be considered as breaking such guarantees.

Section 5. The absence of an employe on vacation with pay, as provided in this Agreement, will not be considered as a vacancy, temporary or otherwise, in applying the bulletin rules of the working Agreement, unless an employe requests and is granted additional time off, which combined with vacation time will exceed 60 days, in which event the bulletin rules shall apply.

Section 6. Vacations shall be taken between January 1st and December 31st; however, it is recognized that the exigencies of the service create practical difficulties in providing vacations in all instances. Due regard, consistent with requirements of the service shall be given to the preference of employes in their seniority order when granting vacations. Representatives of The Pullman Company and of the employes will cooperate in arranging vacation periods, administering vacations and releasing employes when requirements of the service will permit. Each employe qualified for a vacation or payment in lieu thereof shall be paid the vacation allowance not later than the payroll covering his assigned vacation period.

Section 7. (a) Vacations shall not be accumulated or carried over from one vacation year to another.

(b) Employes operating on the extra board shall take off as vacation either 6 days, 12 days or 18 days, according to their length of service as provided in paragraphs (a), (b) and (c) of Section 1.

(c) The vacation period for regularly-assigned employes shall begin at the expiration of the specified home layover. After the vacation begins layover days during the vacation period shall be counted as a part of the vacation.

(d) The vacation period for extra employes shall start as outlined in Questions and Answers 15, 16, 17, 18, 19, and 20 and the Examples thereto, as shown in Section 11 hereof.

Section 8. The vacation provided for in this Agreement shall be considered to have been earned when the employe has qualified under such rules. If an employe's employment status is terminated for any reason whatsoever, including but not limited to retirement, resignation, discharge, non-compliance with a union shop agreement, or failure to return after furlough he shall at the time of such termination be granted full vacation pay earned in the preceding year or years and not yet granted, and the vacation for the succeeding year if the employe has qualified therefor under such rules. If an employe thus entitled to vacation or vacation pay shall die the vacation pay earned and not received shall be paid to such beneficiary as may have been designated, or in the absence of such designation, the surviving spouse or children or his estate, in that order of preference.

Section 9. Any dispute or controversy arising out of the interpretation or application of any of the provisions of this Agreement will be handled on the property in the same manner as other disputes. If the dispute or controversy is not settled on the property and either The Pullman Company or the Organization desires that the dispute or controversy be handled further, it shall be

referred by either party for decision to a committee composed of the Vice-President in Charge of Operations for The Pullman Company and the International President of the Brotherhood of Sleeping Car Porters for the employes or to representatives whom they may designate. It is agreed that the committee herein provided will meet between January 1st and June 30th and July 1st and December 31st of each year if any disputes or controversies have been filed for consideration. In event of failure to reach agreement the dispute or controversy shall be arbitrated in accordance with the Railway Labor Act, as amended, the arbitration being handled by such committee. Interpretation or application agreed upon by such committee, or fixed by such arbitration, shall be final and binding as an interpretation or application of this Agreement.

Section 10. This Agreement shall be incorporated in existing agreements as a supplement thereto and shall be in full force and effect for a period of one year from January 1, 1964, and continue in effect thereafter, subject to not less than seven months' notice in writing (which notice may be served in 1964 or in any subsequent year) by the Company or the Organization, of desire to change this Agreement as of the end of the year in which the notice is served. Such notice shall specify the changes desired and the recipient of such notice shall then have a period of 30 days from the date of receipt of such notice within which to serve notice specifying changes which it desires to make. Thereupon such proposals of the respective parties shall thereafter be negotiated and progressed concurrently to a conclusion. When such notice is served, the proceedings shall be under the provisions of the Railway Labor Act, amended.

Section 11. The parties agree that the following interpretations apply to the applicable provisions of this Vacation Agreement:

Q-1. When shall vacation schedules be prepared and posted?

A-1. Vacation schedules shall be prepared and posted not later than January 15 of each calendar year covering vacations to be taken during that year. They shall be posted in a place accessible to all employes affected.

Q-2. When a vacation schedule is being prepared shall each employe in selecting his vacation period designate a specific date he desires to have his vacation start, or shall he designate a specific semi-monthly payroll period?

A-2. A specific semi-monthly payroll period. However, once a vacation schedule is established the employe shall designate the specific date on which he desires to commence his vacation period not more than 30 days nor less than 15 days prior thereto. The specific starting date must be on a day he is scheduled to report for duty and must fall within the previously designated specific semi-monthly payroll period.

Q-3. Shall a new vacation period be assigned to an employe when operating conditions do not permit him to have the one scheduled for him?

A-3. No, he will be paid for his vacation period in lieu thereof.

Q-4. Shall an employe who is displaced after he designates the date for starting his vacation be paid in lieu of his vacation?

A-4. Yes, except as provided in Question 5 and Answer 5 of this Section.

Example: On July 21, an employe regularly assigned in a 13-man run designates August 5 as the starting day of his vacation. He is scheduled to depart at 5:30 P.M., July 23, on the last trip prior to his scheduled vacation. However, he is notified on July 22 that he will be displaced by a senior employe at 5:30 P.M., July 23. The displaced employe shall be paid for his vacation. He shall be privileged to exercise his displacement rights under Rule 44 of the employes' working Agreement. When service conditions permit he shall be privileged to lay off on his own time whatever trips he may desire in the assignment into which he displaces.

Q-5. Shall an employe who is displaced on the date he is due to start his vacation be paid in lieu of his vacation?

A-5. No. He shall take the number of days represented by the maximum number of round trips (as shown in applicable vacation table in Section 13 hereof) he could complete during the vacation period without loss of time in the assignment from which he was displaced. He shall have displacement rights as provided in the employes' working Agreement, or he shall be placed on the extra board.

Q-6. Is it permissible for employes to exchange (swap) assigned vacation periods?

A-6. No.

Q-7. Is it permissible for an employe upon written request to change his assigned vacation period with consent of the Management?

A-7. Yes.

Q-8. How shall the vacation allowance be calculated for an employe who is absent for more than 31 days on account of illness, on leave of absence, or under suspension at the time his vacation period begins?

A-8. He shall be compensated as provided in Section 2, paragraph (d).

Q-9. Shall an employe be credited with the number of service hours shown on operation form 93.127 and paid the number of days there are employes in the assignment held by him for the maximum number of round trips he could complete during the vacation period, as shown in Section 12, paragraphs (a), (b) or (c), whichever is applicable, when his assignment is discontinued during his vacation period?

A-9. Yes.

Q-10. What allowance shall be made when an employe dies, enters military service, or is retired under the provisions of the Railroad Retirement Act before he receives his vacation?

A-10. If the employe qualified under the provisions of Section 1 (a), his allowance shall be 6 days' pay at his last daily rate.

If the employe qualified under the provisions of Section 1 (b), his allowance shall be 12 days' pay at his last daily rate.

If the employe qualified under the provisions of Section 1 (c), his allowance shall be 18 days' pay at his last daily rate.

Q-11. When shall an employe be paid his vacation allowance if he qualified one year and is furloughed the following year prior to his scheduled vacation period?

A-11. In the semi-monthly pay period following the date furloughed, and his scheduled vacation period shall then be canceled.

Q-12. When shall an employe be paid his vacation allowance if he qualifies one year for a vacation in the following year but is furloughed in the qualifying year?

A-12. He shall be paid in the first semi-monthly pay period of the year in which the vacation is due, provided he is still on furlough.

Q-13. Shall an employe be paid under the provisions of Rule 15 of the employes' working Agreement when he is required to perform road service on his specified layover or relief days occurring within his scheduled vacation period?

A-13. Yes.

Q-14. Shall an employe have displacement rights, as provided in the employes' working Agreement while on vacation the same as though absent because of sickness or on leave of absence?

A-14. Yes.

Q-15. Shall an extra employe who is at his home station on the day designated to start his vacation be considered for an assignment on that day?

A-15. No, he shall start his vacation that same day. Extra employes shall not be required to wait until their layover has expired to start their vacation.

Q-16. Exactly when does an extra employe's vacation start and end?

A-16. An extra employe who receives a vacation shall begin his vacation at 12:01 A.M. on the date he has designated as the start of his vacation. If he has qualified for 6 days' vacation as provided in

Section 1 (a), his vacation shall expire 6 calendar days later at 11:59 P.M. If he has qualified for 12 days' vacation as provided in Section 1 (b), his vacation shall expire 12 calendar days later at 11:59 P.M.

Example: An extra employe qualified for 6 days' vacation has designated August 5 as the specific starting date of his vacation. He arrives in his home station and is released from duty at 2:30 P.M. on August 5, the starting date of his vacation. This employe's vacation shall start as scheduled on August 5, 12:01 A.M., and shall expire 6 calendar days later at 11:59 P.M., August 10.

Q-17. When does an extra employe on vacation first become eligible for assignment?

A-17. After expiration of his vacation he shall be considered for any assignment that arises and has to be filled between the expiration of his vacation and the next signout period, in accordance with his layover date and time as provided in Rule 46 of the employes' working Agreement.

Example: An extra employe takes his vacation from 12:01 A.M., August 5 to 11:59 P.M., August 10. He shall not be considered for an assignment at the signout period on August 10 but shall be considered, in accordance with his layover date and time, for an assignment which occurs after 12:01 A.M., August 11, and has to be filled before the signout period on August 11.

Six days shall be added to the expiration of an extra employe's layover date and time for the purpose of establishing his position on the signout list on return from vacation.

An extra employe who is scheduled to take his vacation August 5 may arrive at his home station August 4 with layover expiring August 6 at 3:00 P.M. This employe can start his vacation at 12:01 A.M., August 5. Upon his return to duty, August 11, he would be placed on the signout list with layover expiring August 12 at 3:00 P.M.(6 days being added to the layover he had when he went on vacation).

Extra employes entitled to 12 days vacation shall have 12 days added to the layover they had when they went on vacation.

Extra employes entitled to 18 days vacation shall have 18 days added to the layover they had when they went on vacation.

Q-18. Shall an extra employe who is at his home station on the day prior to the date designated to start his vacation and who is due an assignment with reporting time prior to midnight of that day be given the assignment?

A-18. Yes. If the assignment prevents him from returning to his home station and being released on the date designated to start his vacation, he shall be paid in lieu of his vacation in accordance with the provisions of this Vacation Agreement.

Q-19. Shall an extra employe who is at his home station on the day prior to the day designated to start his vacation and is due an assignment after midnight of that day be given the assignment?

A-19. No, he shall start his vacation on the date previously designated.

Q-20. Shall an extra employe who is out in service and does not arrive at his home station on the date designated to start his vacation be paid in lieu of his vacation in accordance with the provisions of this Vacation Agreement?

A-20. Yes.

Q-21. What vacation privileges shall be given to an employe returning to Pullman service from military service?

A-21. A sufficient amount of service shall be credited to such employe in the year in which he returns to entitle him to a vacation in the next succeeding year.

For example: An employe who had been with the Company since 1940 was inducted into military service in 1947 and returns to work on November 1, 1950. This employe would not be able to accrue 160 days or 1093 hours of compensated service in 1950. However, this employe would be credited with 160 days of compensated service in 1950, regardless of the fact that he did not actually work that number of days in 1950 as an employe.

Thus, any employe returning from military service late in the year will be credited with a sufficient amount of service to entitle him to a vacation in the next succeeding year. (See Section 1 (j) regarding credits given members of the Armed Forces of the United States toward length of vacations.)

An employe who returns from military service early in the year will not be given credit for service in the preceding year while he was in military service, which would entitle him to a vacation in the year in which he returns to Pullman service.

Q-22. An extra employe entitled to 6 days' vacation starts his vacation on September 28 and thereby receives 3 days of his vacation in September and 3 days of his vacation in October. How shall he be paid for his vacation?

A-22. He shall be paid 3/30ths of a month's pay in September, in addition to all other earnings for that month, and 3/31sts of a month's pay in October, in addition to all other earnings for that month.

Section 12. (a) Vacation table for regularly-assigned employes due a vacation of 6 days under Section 1 (a):

1	2	3	4
Employes in Assignment	Round Trips Employes Shall Be Off on Vacation	Days Credited and Paid for Trips Off	Day or Days To Be Paid for in Addition to All Other Earnings
1	6	6	None
1-1/6	5	5-5/6	1/6
1-1/5	5	6	None
1-1/4	4	5	1
1-1/3	4	5-1/3	2/3
1-1/2	4	6	None
1-2/3	3	5	1
1-3/4	3	5-1/4	3/4

1 Employes in Assignment	2 Round Trips Employes Shall Be Off on Vacation	3 Days Credited and Paid for Trips Off	4 Day or Days To Be Paid for in Addition to All Other Earnings
2	3	6	None
2-1/6	2	4-1/3	1-2/3
2-1/5	2	4-2/5	1-3/5
2-1/4	2	4-1/2	1-1/2
2-1/3	2	4-2/3	1-1/3
2-1/2	2	5	1
2-2/3	2	5-1/3	2/3
2-3/4	2	5-1/2	1/2
3	2	6	None
3-1/6	1	3-1/6	2-5/6
3-1/5	1	3-1/5	2-4/5
3-1/4	1	3-1/4	2-3/4
3-1/3	1	3-1/3	2-2/3
3-1/2	1	3-1/2	2-1/2
3-2/3	1	3-2/3	2-1/3
3-3/4	1	3-3/4	2-1/4
4	1	4	2
4-1/6	1	4-1/6	1-5/6
4-1/5	1	4-1/5	1-4/5
4-1/4	1	4-1/4	1-3/4
4-1/3	1	4-1/3	1-2/3
4-1/2	1	4-1/2	1-1/2
4-2/3	1	4-2/3	1-1/3
4-3/4	1	4-3/4	1-1/4
5	1	5	1
5-1/5	1	5-1/5	4/5
5-1/4	1	5-1/4	3/4
5-1/3	1	5-1/3	2/3
5-1/2	1	5-1/2	1/2
5-2/3	1	5-2/3	1/3
5-3/4	1	5-3/4	1/4
6	1	6	None
*			

*NOTE: A regularly-assigned employe in an assignment involving more than 6 men shall be given one round trip off. He shall be credited with the number of service hours shown on operation form 93.127 and paid the number of days there are employes in the assignment.

Section 12. (b) Vacation table for regularly-assigned employes due a vacation of 12 days under Section 1 (b):

1	2	3	4
Employes in Assignment	Round Trips Employes Shall Be Off on Vacation	Days Credited and Paid for Trips Off	Day or Days To Be Paid for in Addition to All Other Earnings
1	12	12	None
1-1/6	10	11-2/3	1/3
1-1/5	10	12	None
1-1/4	9	11-1/4	3/4
1-1/3	9	12	None
1-1/2	8	12	None
1-2/3	7	11-2/3	1/3
1-3/4	6	10-1/2	1-1/2
2	6	12	None
2-1/6	5	10-5/6	1-1/6
2-1/5	5	11	1
2-1/4	5	11-1/4	3/4
2-1/3	5	11-2/3	1/3
2-1/2	4	10	2
2-2/3	4	10-2/3	1-1/3
2-3/4	4	11	1
3	4	12	None
3-1/6	3	9-1/2	2-1/2
3-1/5	3	9-3/5	2-2/5
3-1/4	3	9-3/4	2-1/4
3-1/3	3	10	2
3-1/2	3	10-1/2	1-1/2
3-2/3	3	11	1
3-3/4	3	11-1/4	3/4
4	3	12	None
4-1/6	2	8-1/3	3-2/3
4-1/5	2	8-2/5	3-3/5
4-1/4	2	8-1/2	3-1/2
4-1/3	2	8-2/3	3-1/3
4-1/2	2	9	3
4-2/3	2	9-1/3	2-2/3
4-3/4	2	9-1/2	2-1/2
5	2	10	2
5-1/5	2	10-2/5	1-3/5
5-1/4	2	10-1/2	1-1/2
5-1/3	2	10-2/3	1-1/3
5-1/2	2	11	1
5-2/3	2	11-1/3	2/3
5-3/4	2	11-1/2	1/2
6	2	12	None
6-1/4	1	6-1/4	5-3/4
6-1/3	1	6-1/3	5-2/3
6-1/2	1	6-1/2	5-1/2
6-2/3	1	6-2/3	5-1/3
6-3/4	1	6-3/4	5-1/4
7	1	7	5
7-1/4	1	7-1/4	4-3/4
7-1/3	1	7-1/3	4-2/3
7-1/2	1	7-1/2	4-1/2
7-2/3	1	7-2/3	4-1/3

1 Employes in Assignment	2 Round Trips Employes Shall Be Off on Vacation	3 Days Credited and Paid for Trips Off	4 Day or Days To Be Paid for in Addition to All Other Earnings
8	1	8	4
8-1/3	1	8-1/3	3-2/3
8-1/2	1	8-1/2	3-1/2
8-2/3	1	8-2/3	3-1/3
9	1	9	3
9-1/3	1	9-1/3	2-2/3
9-1/2	1	9-1/2	2-1/2
9-2/3	1	9-2/3	2-1/3
10	1	10	2
10-1/2	1	10-1/2	1-1/2
11	1	11	1
11-1/2	1	11-1/2	1/2
12	1	12	None
*			

*NOTE: A regularly-assigned employe in an assignment involving more than 12 men shall be given one round trip off. He shall be credited with the number of service hours shown on operation form 93.127 and paid the number of days there are employes in the assignment.

Section 12. (c) Vacation table for regularly-assigned employes due a vacation of 18 days under Section 1 (c):

1 Employes in Assignment	2 Round Trips Employes Shall Be Off on Vacation	3 Days Credited and Paid for Trips Off	4 Day or Days To Be Paid for in Addition to All Other Earnings
1	18	18	None
1-1/6	15	17-1/2	1/2
1-1/5	15	18	None
1-1/4	14	17-1/2	1/2
1-1/3	13	17-1/3	2/3
1-1/2	12	18	None
1-2/3	10	16-2/3	1-1/3
1-3/4	10	17-1/2	1/2
2	9	18	None
2-1/6	8	17-1/3	2/3
2-1/5	8	17-3/5	2/5
2-1/4	8	18	None
2-1/3	7	16-1/3	1-2/3
2-1/2	7	17-1/2	1/2
2-2/3	6	16	2
2-3/4	6	16-1/2	1-1/2

1	2	3	4
Employes in Assignment	Round Trips Employes Shall Be Off on Vacation	Days Credited and Paid for Trips Off	Day or Days To Be Paid for in Addition to All Other Earnings
3	6	18	None
3-1/6	5	15-5/6	2-1/6
3-1/5	5	16	2
3-1/4	5	16-1/4	1-3/4
3-1/3	5	16-2/3	1-1/3
3-1/2	5	17-1/2	1/2
3-2/3	4	14-2/3	3-1/3
3-3/4	4	15	3
4	4	16	2
4-1/6	4	16-2/3	1-1/3
4-1/5	4	16-4/5	1-1/5
4-1/4	4	17	1
4-1/3	4	17-1/3	2/3
4-1/2	4	18	None
4-2/3	3	14	4
4-3/4	3	14-1/4	3-3/4
5	3	15	3
5-1/5	3	15-3/5	2-2/5
5-1/4	3	15-3/4	2-1/4
5-1/3	3	16	2
5-1/2	3	16-1/2	1-1/2
5-2/3	3	17	1
5-3/4	3	17-1/4	3/4
6	3	18	None
6-1/4	2	12-1/2	5-1/2
6-1/3	2	12-2/3	5-1/3
6-1/2	2	13	5
6-2/3	2	13-1/3	4-2/3
6-3/4	2	13-1/2	4-1/2
7	2	14	4
7-1/4	2	14-1/2	3-1/2
7-1/3	2	14-2/3	3-1/3
7-1/2	2	15	3
7-2/3	2	15-1/3	2-2/3
8	2	16	2
8-1/3	2	16-2/3	1-1/3
8-1/2	2	17	1
8-2/3	2	17-1/3	2/3
9	2	18	None
9-1/3	1	9-1/3	8-2/3
9-1/2	1	9-1/2	8-1/2
9-2/3	1	9-2/3	8-1/3
10	1	10	8
10-1/2	1	10-1/2	7-1/2
11	1	11	7
11-1/2	1	11-1/2	6-1/2

1	2	3	4
Employes in Assignment	Round Trips Employes Shall Be Off on Vacation	Days Credited and Paid for Trips Off	Day or Days To Be Paid for in Addition to All Other Earnings
12	1	12	6
12-1/2	1	12-1/2	5-1/2
13	1	13	5
13-1/2	1	13-1/2	4-1/2
14	1	14	4
14-1/2	1	14-1/2	3-1/2
15	1	15	3
16	1	16	2
17	1	17	1
18	1	18	None
*			

*NOTE: A regularly-assigned employe in an assignment involving more than 18 men shall be given one round trip off. He shall be credited with the number of service hours shown on operation form 93.127 and paid the number of days there are employes in the assignment.

Signed at Chicago, Illinois, this 10th day of January, 1964.

FOR THE COMPANY:

J J Bouchelman
Asst. Vice President, Operating.

FOR THE EMPLOYES:

A Philip Randolph
International President,
Brotherhood of Sleeping
Car Porters.

MEMORANDUM OF AGREEMENT

MEMORANDUM OF AGREEMENT between The Pullman Company, hereinafter called the "Company," and its porters, attendants, maids, and bus boys represented by the Brotherhood of Sleeping Car Porters, hereinafter called the "Organization."

In disposition of all of the issues involved in connection with the Union Membership notice served upon the Company on January 31, 1951, by the Organization under Section 6 of the amended Railway Labor Act, IT IS AGREED THAT:

(1) Within 60 days following the effective date of this Agreement or within 60 days following the first day of compensated service as a Pullman porter, attendant, maid, or bus boy, whichever is later, each employe who is regularly assigned to a position or is on an extra list and is subject to all of the provisions of the collective Agreement between the parties hereto, bearing date of June 1, 1941, supplemented August 8, 1949, shall as a condition of continued employment become and remain a member of the Organization;

Provided: That this Agreement shall not require such condition of employment in the case of employes to whom Organization membership is not available upon the same terms and conditions as are generally applicable to other members or in the case of an employe to whom membership has been denied or terminated for any reason other than failure of the employe to pay the periodic dues, initiation fees, and assessments (not including fines, penalties, and insurance premiums) uniformly required as a condition of acquiring or retaining membership.

(2) Upon receipt of a demand from the Organization, party hereto, served in accordance with the requirements of Section (3) of this Agreement, that an employe be discharged from the Company's service for failure to pay the periodic dues, initiation fees or assessments, referred to in Section (1) hereof, the Company will cause such employe to be discharged from the Company's service within 30 days from the date of receipt of such demand (if it is not withdrawn prior to the employe's discharge from service), except in the case of an employe for whom a qualified replacement is not available, in which case the employe referred to in the demand of the Organization may be continued in the Company's service until a qualified replacement is available.

Provided:

(a) No such demand shall be served until 60 days have elapsed after return to the Company's service of an employe who has been absent from duty following:

1. A properly approved leave of absence of 30 days or more, or

2. Disability of 30 days or more resulting from sickness or injury, or

3. Reduction of force of 30 days or more.

(b) No such demand shall be served until 60 days have elapsed subsequent to the return of an employe to service in a class or craft covered by the collective Agreement between the parties hereto who holds seniority therein from employment on a position not subject to all of the provisions of the Agreement, a non-represented position, or in a supervisory or official capacity.

(c) No such demand shall be served at any time involving an employe whom the Company is required by State or Federal statute to retain in its service.

(3) The demand for the discharge of an employe from the Company's service under the provisions of Sections (1) and (2) hereof must be on the form attached hereto as Appendix 1 and the discharge of an employe from the Company's service will be subject to the conditions stipulated therein. Such demands must be served upon the Supervisor, Labor Relations of the Company and must be signed by the Organization's International President or such other officer of the Organization as he may designate in writing, with copy to the employe involved.

(4) Rules pertaining to unjust treatment, grievances, discipline, and hearings shall not be applicable to employes whose services are terminated under this Agreement.

(5) Neither severance from service under this Agreement nor any provision of this Agreement shall be used as a basis for a time or money claim against the Company, nor shall any provision of any other agreement between the parties hereto be relied upon in support of any claim that may arise as a result of the application of this Agreement.

The provisions of this Agreement shall become effective on August 23, 1951, and shall continue thereafter until altered or cancelled in accordance with the terms of the Railway Labor Act, as amended.

Signed at Chicago, Illinois, this 23rd day of August, 1951.

FOR THE PULLMAN COMPANY:

H. R. LARY
Supervisor, Labor Relations

FOR THE BROTHERHOOD OF SLEEPING CAR PORTERS:

A. PHILIP RANDOLPH
International President

Subject: Demand for discharge of employe from Company's service.

Mr. H. R. Lary
Supervisor, Labor Relations
The Pullman Company
5th Floor—Room 22-A
Merchandise Mart
Chicago 54, Illinois

Dear Sir:

The Brotherhood of Sleeping Car Porters hereby demands of The Pullman Company that the Company discharge_____ (EMPLOYE) (Occupation) (District) (Location) from its service for failure to become and remain a member of the Brotherhood of Sleeping Car Porters in accordance with the provisions of the Union Membership Agreement dated August 23, 1951, covering the subject of discharge from service of employes for failure to pay periodic dues, etc., and represents and warrants that membership in the Brotherhood of Sleeping Car Porters has been during the periods of time specified in the Agreement and is now available to_____ (EMPLOYE) upon the same terms and conditions as are generally applicable to any other member thereof; and represents and warrants that membership of said_____ (EMPLOYE) in the Brotherhood of Sleeping Car Porters has been denied or terminated as of _____ (date), solely for the reason that said named employe has failed and now continues to fail to tender to the Organization the periodic dues, initiation fees, and assessments (not including fines, penalties, and insurance premiums) uniformly required as a condition of acquiring or retaining membership in the Brotherhood of Sleeping Car Porters, as contemplated by Union Membership Agreement of August 23, 1951.

BROTHERHOOD OF SLEEPING CAR PORTERS

By_____,

Copy to: _____
(Name of Employe Involved)

_____
(Street Address)

_____
(City) (State)

ASA PHILIP RANDOLPH

SUBJECT FILE

BROTHERHOOD OF SLEEPING CAR PORTERS
Agreements

1954-66

(4)

A. PHILIP RANDOLPH
217 WEST 125TH STREET
NEW YORK 27, N. Y.

Signed Agreement

1. Pullman - 9/15
2. C & O - 9/9
3. Burlington - 9/8
4. Erie - 9-15
5. B & O - 9-19
6. Wabash - 9-29
7. Union Pacific - 9-16
8. Bos Line - 9/9
9. Ft Worth & Denv - 9-14
10. Denver & Rio Grande - 9/1
11. G. M & O - 9/20
12. Chicago & N. West - 10/15
13. Ill Central - 9/15
14. Lackawanna - 10/25
15. Chicago & Eastern - 10/18
16. Southern Pacific - 10/5
17. ACL - 10/30 & Pa mcL
18. Santa Fe - 11/3
19. Lehigh - 9/16 T.P
20. Western Pac. - 10/10 - OLD
21. Chicago, Milwaukee & St Paul 10/21

(RSCP Cost Repos under)

Pullman
~~Lehigh~~
~~Chicago, Milw & STP~~
~~ACL~~
Cent of Ga
~~Atchison~~
~~Western Pacific~~

12/29/54
Western for appendix agreement

~~Lehigh Signed 9/11~~ Agreements Pending

1. Lehigh - 9/11 - Signed agreements - awaiting copies

2. Chic, Milwaukee & St. P. - 9/14 - Mgmt to draft agreements & send to Bergan after

3. A.C.L. - 9/29 - Organization requested to sign
10/25 Sent agmts to APR in Richm to sign
10/25 - Sent agmts to APR in Richm to sign

4. Cent of Ga. - 9/24 - Org wrote mgmt in reply to Mgmt's request to hold matters in abeyance pending health & welfare matters with non-ops —

5. Atchison, Topeka & Santa Fe - 10/11 mgt wrote asking status & some points
10/25 - Org agreed to hold matter in abeyance
No reply to original letter of Aug 31

6. ~~Chicago & Eastern~~ - 10/18 Wrote to MGT requesting mem agmt or copy
10/22 Mr Bonne called Mgmt to APR to sign in Richm
~~No reply to our letter of Aug 31~~
~~Mgt set date for conf - Oct 18~~

7. ~~Southern Pacific~~ - Mgmt request conf for Oct. -

8. ~~Western Pacific~~ - ~~No reply to original letter of Sept 1~~
10/18 - Wrote to Mgmt requesting mem agreement
10/25 - Sent agmts to APR to sign

9. ~~B. & O.~~ - ~~9/14 - APR signed agreements - sent back to Mgmt - awaiting copies~~

10. Chicago & N. Western - No reply to our letter of Sept 1
~~10/13 Sent agmts to APR to sign~~

11. ~~Ill Central~~ - ~~9/29 - APR signed agreement. Ret'd to Mgmt. awaiting copies~~

12. ~~Bachmanns~~ -

10-4 / ~~Sent agreements to APR for signature~~
10/22 ~~Sent signed agmts to Mgmt awaiting executed copies~~

RAILROAD	UNION SHOP CONTRACT	PRODUCTIVITY WAGE INCREASE
Eastern Zone		
Atlantic Coast Line	8-1-57	3-30-53
Baltimore & Ohio		4-10-53
Central of Georgia	5-1-53	4-20-53
Lost Election * Chesapeake & Ohio	3-18-53	3-30-53
Delaware, Lackawanna, Western	4-1-53	
Erie	5-1-58	4-1-53
* Georgia Railroad		4-14-53
Lehigh Valley	2-13-53	4-6-53
* Seaboard Air Line	4-15-53	4-15-53
Chicago zone		
Atchison, Topeka, Santa Fe	1/7/58	3-30-53
Burlington	4-30-53	3-30-53
Chicago & Eastern Illinois		4-29-53
Chicago, Milwaukee, St. Paul & Pac.	4-28-53	3-23-53
Chicago & North Western	3-1-53	4-13-53
Denver & Rio Grande		3-31-53
Soo Lines	7-1-53	4-13-53
Union Pacific	4-24-53	4-1-53
Pacific Zone		
Southern Pacific	3-23-53	
Western Pacific	6-16-53	4-20-53
St Louis Zone		
Fort Worth & Denver City		3-30-53
Gulf, Mobile & Ohio	[illegible]	4-8-53
Illinois Central		4-15-53
Kansas City Southern		4-9-53

* Do not Represent

RAILROAD	Union Shop Contract	Productivity Wage Increase
Missouri-Kansas-Texas		4-15-53
Missouri Pacific	4-1-53	✓ J. D. Mc h.
St. Louis Southwestern	~~6-1-53~~	4-16-53
Texas & New Orleans		4-8-53
Texas & Pacific	3-30-53	3-30-53
Wabash	5-2-53	4-20-53
International Great Northern	4-1-53	✓ J. D. Mc h.
Eastern Zone Pennsylvania RR	6-20-58	
N.Y. New Haven & Hartford	- 7-15-58	
N.Y. Central		

In charge -

Pullman - 4-1-54

Milwaukee - 1-25-55

news from the

RLEA

RAILWAY LABOR EXECUTIVES' ASSOCIATION

401 3RD STREET, N. W., WASHINGTON 1, D. C.

For further information call:
MILTON PLUMB, DIRECTOR OF PUBLIC RELATIONS
OFFICE: REPUBLIC 7-1541
HOME: TAYLOR 9-1771

G. E. LEIGHTY, CHAIRMAN A. E. LYON, EXECUTIVE SECRETARY-TREASURER MICHAEL FOX, VICE CHAIRMAN

PRESS RELEASE No. 104 -- ADVANCE

Do not publish before 11 a.m. Tuesday, September 8, 1959

REMARKS OF G. E. LEIGHTY, CHAIRMAN OF THE RAILWAY LABOR EXECUTIVES' ASSOCIATION, BEFORE THE INTERNATIONAL CONVENTION OF THE BROTHERHOOD OF SLEEPING CAR PORTERS
3947 Drexel Blvd., Chicago, Ill., September 8, 1959

President Randolph, and delegates: It is a real privilege for me to stand before this great convention of one of the great railroad brotherhoods affiliated with the Railway Labor Executives' Association and to bring to you, on behalf of your brothers in the 22 other affiliated organizations of the RLEA, the warm fraternal greetings of the 1 million other men and women who with you make up the American railway labor movement.

Those greetings, as I am sure President Randolph, Vice President Webster, and other members of the Brotherhood of Sleeping Car Porters who have participated in the monthly meetings of the Railway Labor Executives' Association will confirm, today mean much more than a mere gesture of friendship. They are certainly that, too, of course, but over recent years, as the Chief Executives of the other Standard Railway Labor Organizations have had the opportunity to meet with President Randolph and other representatives of your union, there has developed a true sense of brotherhood and solidarity between the Brotherhood of Sleeping Car Porters and the other railway labor organizations.

That is why I say that the RLEA's fraternal greetings today, in addition to expressing friendship, also symbolize and reflect the great progress that has been made in recent years to unite all of railroad labor in a program for common action for the common good -- irrespective of race, creed or color, as our great American domocratic tradition prescribes.

REAL PROGRESS HAS BEEN MADE

I am thinking primarily of railway labor unity and progress in general, rather than progress in the field of race relations or the great democratic challenge to wipe out discrimination in all fields of endeavor. Yet, I would not come before your organization, headed by a man who perhaps more than any other has contributed so much to the advancement of his race, without referring to the real progress which also is being made in this area. For, let there be no misunderstanding about it, great progress has been made -- and I am confident that more progress will continue to be made until that great dream which motivated our founding fathers, of freedom, brotherhood and equality of rights for all men and women, becomes an actuality not only in our nation, but throughout the world.

Certainly no one has been contributing more toward that goal than Brother A. Philip Randolph, who is not only the distinguished head of this organization but who also is recognized throughout the world as one of our nation's greatest citizens. He is respected everywhere as a great American leader. You who know better than any other group just what his services have meant to the progress of the Brotherhood of Sleeping Car Porters need not be reminded of how great an improvement has taken place in the wages and working conditions of your membership since Brother Randolph first began serving you as an organizer in 1925.

But President Randolph has given of himself unselfishly as well to meet continuing demands for his talents by the people of his community and his nation. One has to recall only the highlights of his services as a citizen to realize how varied

RLEA
AFFILIATED ORGANIZATIONS: AMERICAN RAILWAY SUPERVISORS ASSOCIATION • AMERICAN TRAIN DISPATCHERS' ASSOCIATION • BROTHERHOOD OF LOCOMOTIVE ENGINEERS • BROTHERHOOD OF LOCOMOTIVE FIREMEN AND ENGINEMEN • BROTHERHOOD OF MAINTENANCE OF WAY EMPLOYES • BROTHERHOOD OF RAILROAD SIGNALMEN • BROTHERHOOD OF RAILROAD TRAINMEN • BROTHERHOOD RAILWAY CARMEN OF AMERICA • BROTHERHOOD OF RAILWAY AND STEAMSHIP CLERKS, FREIGHT HANDLERS, EXPRESS AND STATION EMPLOYEES • BROTHERHOOD OF SLEEPING CAR PORTERS • HOTEL & RESTAURANT EMPLOYEES AND BARTENDERS INTERNATIONAL UNION • INTERNATIONAL ASSOCIATION OF MACHINISTS • INTERNATIONAL BROTHERHOOD OF BOILERMAKERS, IRON SHIP BUILDERS, BLACKSMITHS, FORGERS AND HELPERS • INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS • INTERNATIONAL BROTHERHOOD OF FIREMEN & OILERS • INTERNATIONAL ORGANIZATION MASTERS, MATES & PILOTS OF AMERICA • NATIONAL MARINE ENGINEERS' BENEFICIAL ASSOCIATION • ORDER OF RAILWAY CONDUCTORS AND BRAKEMEN • RAILROAD YARDMASTERS OF AMERICA • RAILWAY EMPLOYES' DEPARTMENT, AFL-CIO • SHEET METAL WORKERS' INTERNATIONAL ASSOCIATION • SWITCHMEN'S UNION OF NORTH AMERICA • THE ORDER OF RAILROAD TELEGRAPHERS

and far-reaching his contributions to the general welfare have been. Look back to 1935, and the days of New York's great and outstanding mayor, Fiorello LaGuardia. We recall President Randolph then as a member of the mayor's Committee on Race, performing pioneering efforts to promote better understanding among all peoples. Skip forward a few more years, to 1941, and we remember President Randolph at the head of the historic "March on Washington" movement which led President Franklin Delano Roosevelt to create the Committee on Fair Employment Practices. Since the formation of the AFL-CIO in 1955, the American labor movement, too, has called upon President Randolph for his wisdom in its leadership conferences, and I say without hesitation that American labor has benefited immeasurably by his services as a Vice President of the AFL-CIO. Railroad labor is proud to be associated with your organization, and we are proud and honored to have your distinguished president, A. Philip Randolph, as an active member of the Railway Labor Executives' Association.

PROBLEMS STILL REMAIN

It would be foolish before an organization whose members are so well informed on the subject of civil rights as this one, to pretend that problems of discrimination no longer exist, that public facilities are everywhere equally available to all tax-payers, that the day of the poll tax and the lynch mob in the South is ended, and that we have achieved equal civil rights for the members of all races and creeds throughout our land. In saying that we have made progress, I do not intend to gloss over the problems which remain.

The problem of discrimination is real, as you know even better than I, and yet I sometimes believe that the real victims are not the minority groups toward whom race hatred is addressed, but rather the people who practice it. Certainly, those who discriminate against their fellow human beings live their lives under a cloud that never permits them to see the bright sun of true humanity or the rainbow of all the diverse elements of mankind.

The strength of America, no matter what the prevailing wind of opinion of the moment, has always been that our nation has brought together, under Constitutionally defined and stated equal civil rights, people from all the ends of the earth, of all beliefs and all races. This diversity has given our land richness of skill and talent surpassing that of any other nation on this planet.

CARRIERS ATTACK THEIR EMPLOYES

Unity and cooperation among all of our citizens is one of the well-springs of our nation's strength. Such unity and cooperation, of course, is essential to the progress and advancement of the American labor movement. This is particularly true as it applies to railroad labor today, in the light of the ominous situation that confronts it as the result of railroad management's unwise decision, announced flagrantly in February of this year, to insist upon changes in railroad operating rules that would endanger the lives of every one of its employes and every one of the passengers that ride on trains.

Obviously, in the public interest, as well as in its own self-interest, railway labor cannot accept such unsafe operating conditions as railroad management now proposes, and yet, even before any proposals have been made or negotiations been started, railroad management has spent many millions of dollars to tell the public that it intends to lock out its employes by forcing a strike on the railroads if the operating brotherhoods do not accede to its reckless demands.

Moreover, by its actions in many other ways over recent months, railroad management has given unmistakable indication that it has abandoned the underlying principles of the Railway Labor Act, which were to endeavor to keep harmonious labor-management relations in this vital industry. Instead of seeking to reach a mutually satisfactory agreement with its employes, railroad management -- that is, the dominant segment, for I know of my own knowledge that at least some railroad officials do not approve of the present industry approach -- railroad management has given clear evidence that it intends to fight its workers at every opportunity.

RAILROADS REFUSE TO BARGAIN

Take the matter of job stabilization, for instance. This is a matter which has been of particular concern to all of us in recent months, because of the unusually heavy cutbacks in railroad employment, caused in part by the recent depression but also due in large part to management's unwise maintenance and other policies, as well as railroad labor's unmatched rise in productivity. Movements seeking to stabilize employment for railroad workers had actually been filed and were pending when the present national agreement on wages was signed in November 1956. That agreement

contained a moratorium, for the three-year duration of the agreement, upon further wage increases or rules chnages, but in order to protect the right of the unions to progress the then pending stabilization of employment proposals, and to initiate new proposals of that nature, a clause was written into the agreement clearly and specifically exempting this subject from the moratorium provisions.

Did the railroads, as the workers logically had a right to expect them to do, live up to this agreement and progress these proposals? The answer is history. Despite the crying need for such protection over the last two and a half years, the employe's efforts to progress these movements has been met at every turn with unprincipled management opposition. For two years, railroad lawyers successfully dragged through complex legal machinery their refusal to bargain on stabilization of employment on the specious grounds that the moratorium prevented it, even though they had agreed to exempt this movement from the moratorium provisions and the agreement specifically said so. Finally, a few months ago, the National Mediation Board ruled that the railroads did have to bargain on this subject.

Now, I ask you, is this the kind of management attitude or practice that can promote harmonious relations in this vital industry? Obviously, it is not, because it clearly reflects a determination to block their employes' legitimate demands by all means possible -- even legal chicanery and outright deceit. Lack of good faith in keeping agreements cannot bring industrial peace.

MANAGEMENT IGNORES SAFETY

Management on the railroads has also given evidence that it intends to continue its refusal to cooperate or work with its employes even in matters where the public interest is directly involved. I refer to the subject of railroad safety and railroad management's flat refusal of the proposal of the Railway Labor Executives' Association for the creation of a joint labor-management committee on safety to seek a joint solution to the steadily mounting maiming and killing of railroad workers and railroad passengers in train accidents. If ever there were an area where railroad management's blindness and stubborness is indisputable, it is certainly here. Think of it. In this year of 1959 the management of a public service industry is so dead set against its workers that it even refuses to cooperate with them to promote safer operations of the railroads!

MOVE TO KILL PASSENGER SERVICE

Railroad management's indifference to the steadily increasing number of deaths of its workers and the traveling public in recent years is matched by its indifference about the death of passenger service, which has been taking place at an inexcusable rate in the course of the past year. In fact, insofar as the death of the passenger train is concerned, I say here and now on the record that all the evidence indicates that many railroad managements have adopted a deliberate policy to kill railroad passenger service as soon as possible.

As workers on passenger trains, the members of your organization are fully aware of the wholesale slaughter of passenger train service which has been taking place on railroads throughout the nation since Congress enacted the Transportation Act of 1958. That law, which the railroads persuaded Congress to enact on pleas of impending bankruptcy and poverty, which we now all know were outright lies, contains a provision, known as Section 13a of the Interstate Commerce Act. This section permits railroads to abandon passenger trains by the mere posting of a notice.

Since this provision has become law, the railroads have filed applications to abandon more than 100 passenger trains -- and practically all of the efforts made by commuter groups, chambers of commerce and the general public, as well as organized labor, have been unable to prevent them from doing so. These abandonments,you understand, are in addition to the elimination of several hundreds of intrastate trains which have been permitted at the local level. Despite all our efforts in Congress to secure action at this session to amend Section 13a, the legislation for this purpose remains bottled up in the Interstate and Foreign Commerce Committees of both Houses. If Congress adjourns without first acting on this problem, we may expect a still further flood of applications to eliminate passenger service to be filed.

I am frankly amazed at this departure from all previous regulatory legislation applying to public utilities, and I cannot understand how Congress, which surely now must recognize that it was deceived by the railroads' bankruptcy pleas which persuaded it to adopt this provision last year, can so ignore the public interest as to tolerate the present situation for even an instant. Think of it! Legislation which Congress adopted for the declared purpose of helping the railroads remain

in business and improve their services is now being used by the carriers as the excuse and justification of deliberately destroying even passenger services for which both State regulatory commissions and the Interstate Commerce Commission have declared there still is a continuing and essential public need.

What Section 13a provides is simply the here-to-fore unheard of provision that a public utility, the railroads, shall have the right to determine for itself the extent to which it shall continue to serve the public. It does this by using the powers of the federal government to regulate interstate commerce, not to protect the interests of the public and the people at large, but to usurp and override, for the benefit of the railroads alone, the previously existing power of the state regulatory commissions to insist that service which is needed by the traveling public of that state be continued. This legislation is an attack on states' rights with a vengeance, and it is an attack that makes no pretense of serving the people but only a public utility which wishes to abandon services to the people, although in many cases the people of the states involved have declared unequivocably that they still need those services.

RAILROADS MISLEAD CONGRESS

How could such a provision of law have been adopted by Congress? Moreover, how could such a provision of law which usurps the rights of state governments have been drafted and reported by a subcommittee which is headed by a Senator who is one of the ardent advocates of states' rights?

The answer to this paradox is, of course, to be found in the lobbying efforts of the railroads, and the misrepresentations they made about their financial condition during the recession of 1958. I testified at that time that the railroads were in far better economic health than their propaganda, which was intended to scare Congress into voting them this and other concessions, implied. The record now shows who was right on this question. The clear fact is, as stories in the Wall Street Journal and other business publications have reported, the railroads went through the recession with far less loss of income and profits than any other major American industry.

Of course, the railroads did not make as much money in the recession as they did the year previous. Of course, the recession hurt them, just as it hurt every other industry in America, and every man, woman and child living in our land. But the railroads' own report to the Interstate Commerce Commission shows that their net profits, after all taxes, interest payments and all other expenses, amounted to $601 million in 1958 and, in addition, they took another $600 million out of their gross revenues as "depreciation" and placed this in their capital account for whatever use they may care to make of it. This, in effect, means that the railroads had a profit of $1.2 billion on a total business of $9.5 billion in 1958.

Don't be misled by the peculiar bookkeeping practices of the railroad industry into thinking that the railroads are losing money or are anywhere near bankruptcy. The truth is that the Interstate Commerce Commission has never accepted railroad bookkeeping as valid. A further truth is that the railroads of this country are in a sounder financial position than at any time in their history, and the steady value of most railroad stocks testifies to this fact. Actually, if you take the net income of the railroads, by their own bookkeeping, you will find that, for the preceding 35 years, it averaged only $499 million dollars annually. Yet in what the railroads told Congress was the "very bad" depression year of 1958, their own admitted net income was $601 million.

Nevertheless, in spite of the railroads' substantial net profits in 1958 and the steady increase in their profits throughout the first months of this year, the carriers' propaganda has convinced the vast majority of the public that the railroads are in dire financial straits and need special consideration and help from Congress. The truth, of course, is that the financial condition of practically all railroads today is very good, and in many instances is excellent.

THREAT TO NATION'S SECURITY

Congress believed the railroads' cries of poverty last year, because all of the financial figures were not available at that time. The alarming picture the railroads painted caused Congress to vote measures which it thought would aid and strengthen the railroads. That is how Section 13a managed to slip through, and in enacting it, I have no doubt that Congress and the Committee which drafted it intended it to help keep the railroads operating. The legislation itself declares that this is its intent, and it is the abuse of this Section 13a by the railroads,

who are using it to kill off passenger service while making no real effort to save it, that makes remedial action so essential at this time.

The public, and the railroad workers' organizations, who have been fighting together throughout this session to secure such amendment of Section 13a, are, as of right now, losing this fight. It is a fight which is vital to our jobs, of course, but our concern is much deeper, for we realize that if the law is not changed to protect the public interest and the railroads are permitted to continue much longer on their irresponsible and reckless course of killing off passenger train service in this nation, our country will suffer a devastating blow. If this law remains on the books much longer, the defense transportation needs of this nation in the event of war, frankly, just couldn't be met. I say, on the basis of our experience in the last war, that the continued existence of Section 13a is one of the gravest threats our nation faces from the standpoint of national security.

STRIKE INSURANCE PLAN DISCLOSED

Finally, skipping over the many other recent instances of railroad management's determination to fight its workers in all ways possible which will occur to all of you, I want to refer briefly to the program of strike insurance which has just been set up by the railroads. That program, I am proud as an American to say, is not being underwritten by any American insurance company. Rather, to get such protection, the railroads have gone outside of the United States and they are calling upon a company in the Bahamas to underwrite their campaign against their employes. I do not need to tell this audience that I am not surprised that this kind of program has been set up in the Bahamas. This is one island in the Caribbean that has become notorious throughout the Americas for the imperialistic, anti-labor policies of its government. The fact that the railroads of this country would be so indifferent to American public opinion as to decide to set up a strike insurance program, to be used against American workers, in a foreign nation where it is beyond the reach of the laws of the United States is only further evidence that the present dominant segment of railroad management has lost all sense of both propriety and the public interest of our nation.

I have said before, and I repeat it now; the strike insurance program of the railroads will not prevent a strike, nor will it adequately protect the railroads from the consequences of such a strike, if it is forced upon their workers by their unwise policies.

The only way to prevent strikes, and to prevent the serious economic losses that they unquestionably entail to the railroads, to the nation, and to the workers, is to make an honest and sincere effort to reach an understanding on the part of both management and labor. Such an understanding certainly is not made easier by management's launching of reckless and misleading charges in the public press, long before negotiations are due to begin. This is particularly true when, as in the case of the railroads, those charges are a direct and unfair attack upon the dignity and self-respect of their employes.

Almost every action railroad management has taken in recent months has been a direct affront to the workers of the industry. The result has been that a dangerous state of morale among railroad employes has been created by management's insults and unfair charges of "featherbedding" by workers who are now known to be the most productive in the world. I tell railroad management here and now, and I know whereof I speak, that railroad workers are ready for a strike if it is forced upon them -- indeed, many of them would welcome it, seeing in it a chance to get back at railroad management for the grievous wrongs it has done its workers in recent years.

I do not share the latter view, because I believe that all strikes represent an economic loss of some kind for the workers and for the nation, as well as for the employers involved. I regard the strike as labor's weapon of last resort, and I know all responsible leaders of railway labor do likewise. Nevertheless, railroad labor throughout its history has never been so lacking in dignity that it is afraid to strike to attain just ends when all other means have failed. If the railroad managements persist in their present course of trying to provoke a strike, I assure them they will have one.

LABOR'S PLEDGE TO THE PUBLIC

On the other hand, unlike railroad management, which recently placed large advertisements in most of the nation's newspapers pledging to the public that it will lock out its employes if they do not agree to the unwise rules changes they have proposed, I pledge to the public here and now that the railway labor unions of this

nation will do everything in their power to seek to avert a strike that would cripple our nation's transportation system.

Despite all the insults, all the treachery and all the deceit we have met with at the hands of management in recent months, we pledge that we will not let wounded pride blind us to the interests of the public and the nation in our forthcoming bargaining sessions. We pledge, unlike railroad management, to respect the principles of law and orderly process, and to conduct our negotiations not only in accord with the letter of the Railway Labor Act, but also in accord with its spirit.

The spirit of that Act is to seek to reach an honorable, just and peaceful settlement. If such a settlement is not reached in the coming talks on the railroads, and a strike ensues, it will not be because railroad labor has not honestly tried. I invite railroad management to drop its present hostility to its workers' interests and to approach the bargaining table in a similar spirit. The national interest requires such an approach from both parties.

****

BEST COPY AVAILABLE

THE LEGIBILITY OF THE DOCUMENT IS DIFFICULT IN THE ORIGINAL

APPENDIX 'A'

MEMORANDUM OF AGREEMENT BETWEEN THE CANADIAN PACIFIC RAILWAY COMPANY AND ITS PORTERS REPRESENTED BY THE BROTHERHOOD OF SLEEPING CAR PORTERS.

1. IT IS AGREED that basic monthly rates and basic monthly hours shall be as follows:

	(A) As at Dec. 31/65		(B) Effective July 1/66		(C) Effective Jan. 1/67		(D) Effective July 1/67	
Classification	Monthly Rate (208 hrs.)	Pro Rata Hourly Rate	Monthly Rate (192 hrs.)	Pro Rata Hourly Rate	Monthly Rate (182 hrs.)	Pro Rata Hourly Rate	Monthly Rate (173 1/3 hrs.)	Pro Rata Hourly Rate
Sleeping Car Porters								
1st to 6th month	$335.82	1.615	$310.08	1.615	$293.93	1.615	$279.93	1.615
7th to 12th "	339.34	1.631	313.15	1.631	296.84	1.631	282.70	1.631
13th to 24th "	346.34	1.665	319.68	1.665	303.03	1.665	288.59	1.665
25th to 48th "	353.36	1.699	326.21	1.699	309.22	1.699	294.49	1.699
49th month & over	356.88	1.716	329.47	1.716	312.31	1.716	297.43	1.716
Compartment and Buffet Car Porters	363.88	1.749	335.81	1.749	318.32	1.749	303.15	1.749
Coach Porters (on one or two cars as required)	363.88	1.749	335.81	1.749	318.32	1.749	303.15	1.749

2. The foregoing monthly rates shall apply to porters in regularly assigned service. Porters working in regular assigned service for less than the full calendar month shall be guaranteed a proportion of the monthly rate pro rated on the basis of the number of calendar days held on the assignment as related to the number of calendar days in the month.

3. Overtime on the basis of one and one-half times the pro rata hourly rate shall be paid on the minute basis for all time actually worked in a three month period in excess of 576 hours between July 1st, 1966 and December 31st, 1966 inclusive; for all time actually worked in a three month period in excess of 546 hours between January 1st, 1967 and June 30th, 1967 inclusive; and for all time actually worked in a three month period in excess of 520 hours effective from July 1st, 1967. The three month periods applicable to all porters shall be as follows:

July, August & September;
October, November & December;
January, February & March;
April, May & June.

4. The number of porters to be placed on a regular assignment shall be determined by the Company in a manner that will permit and restrict porters as nearly as possible to the applicable monthly hours as specified in Columns (B), (C) and (D) of Section 1.

5. An employee who held seniority in the porter classification on January 1st, 1966, shall not, while in assigned service, receive less compensation during any three month period established in accordance with Section 3 hereof, than the amount constituting the applicable monthly rate in effect at December 31st, 1965, as specified in Column "A", Section 1, multiplied by three. Such employee who is in assigned service for less than the full three month period shall not receive for such period less compensation than the pro rated equivalent of the foregoing amount based upon the relationship of the number of days held on and available for the assigned service as related to the calendar days in the applicable three month period. This pro rated equivalent will also apply to any such employee who is in assigned service for less than the full three month period account being unavailable for work for any reason other than annual vacation.

6. Nothing in this agreement shall be construed as requiring the Company to work an employee at time and one-half when there is a porter available to work at straight time rates.

7. Any provisions in the current collective agreement inconsistent with or in conflict with this

Memorandum of Agreement shall be deleted or amended accordingly.

FOR THE COMPANY:

(Sgd.) T. P. James
Manager,
Sleeping, Dining, Parlor Car
& News Service Department.

FOR THE EMPLOYEES:

(Sgd.) A. R. Blanchette.
International Field Representative,
Brotherhood of Sleeping Car
Porters.

APPENDIX 'B'

MEMORANDUM OF AGREEMENT BETWEEN THE CANADIAN PACIFIC RAILWAY COMPANY AND ITS PORTERS REPRESENTED BY THE BROTHERHOOD OF SLEEPING CAR PORTERS

This Agreement made this day of 1966, amending the rules governing hours of service to conform with the requirements of Part I, Hours of Work, Canada Labour (Standards) Code, witnesseth:

IT IS AGREED:

1. The hours of the basic work month shall be reduced from 208 to 173-1/3 hours, with maintenance of the monthly rates of pay then in existence, in accordance with the following schedule:

   (a) Effective July 1, 1966, an initial reduction in hours from 208 to 182. Hours in excess of one hundred and eighty-two (182) shall be paid for as overtime at the rate of time and one-half the pro rata.

   (b) Effective January 1, 1967, a final reduction in hours from 182 to 173-1/3. Hours in excess of one hundred and seventy-three and one-third (173-1/3) shall be paid for as overtime at the rate of time and one-half the pro rata.

   Effective simultaneously with each of the abovementioned reductions in the hours of the basic month, all rules in the existing Agreement shall be changed to conform thereto.

   For example, at the time of the initial reduction in hours under (a) above, the basic hours shall be changed from 208 to 182; the six hours fifty-six minutes (6'56") hours per day shall be changed to six hours four minutes (6'04") hours per day, and "six decimal nine-three (6.93)" shall be changed to "six decimal zero-seven (6.07)". Similarly, at the time of the final reduction in hours under (b) above, the basic hours shall be changed from 182 to 173-1/3 hours; the six hours four minutes (6'04") hours per day shall be changed to five hours forty-seven minutes (5'47") hours per day, and "six decimal zero seven (6.07)" shall be changed to"five decimal seven-eight (5.78)".

2. Effective July 1, 1966, Article 6(b) shall be revised to read as follows:

   An employee shall be paid overtime at the rate of time and one-half the pro rata for all hours credited within a calendar month in excess of the basic month.

   Delete the example.

3. Effective July 1, 1966, Article 7, Deadhead Service: First paragraph shall be revised to read as follows:

   Employees deadheading, either on passes or cars in Company business (except in connection with witness service) shall receive credit of twelve (12) hours for each twenty-four (24) hour period, and actual time up to twelve (12) hours for less than a twenty-four (24) hour period; time to be computed from time required to go on duty until arrival at destination, with a minimum credit of eight (8) hours where overnight trips are involved.

   The last four lines in the last paragraph shall be revised to read as follows:

   An employee making these two (2) deadhead trips should be credited with twenty-three hours thirty minutes (23'30") instead of twelve (12) hours for the first trip and eight and a half (8½) hours for the second trip.

4. Effective July 1, 1966, Article 8, Standby or Guard Duty: First paragraph shall be revised to read as follows:

   An employee called for and used on standby or guard duty shall be credited with actual time on duty, with a minimum credit of four (4) hours. If held or used after four (4) hours a minimum credit of eight (8) hours will be allowed, if no other service follows continuously.

5. Effective July 1, 1966, Article 9, Witness Service: First sentence shall be revised to read as follows:

   Employees, if required by the Company to attend Coroner's Inquests, Court cases or other public investigations, will be paid at scheduled rates of pay and shall be allowed credit of eight (8) hours for each twenty-four (24) hour period and actual time up to eight (8) hours for less than a twenty-four (24) hour period, while in such service.

6. Effective July 1, 1966, Article 10, Held For Service: Shall be revised to read as follows:

   (a) An employee held at a point away from his home station beyond the layover period established for his immediately preceding trip, as provided for in Article 21, shall be allowed "held-for-service" credit of eight (8) hours for each twenty-four (24) hour period FROM EXPIRATION OF LAYOVER, and actual time up to eight (8) hours for less than a twenty-four (24) hour period.

   (b) Employees held for service at home station by direction of the Management shall be credited with eight (8) hours for each twenty-four (24) hour period and actual time up to

eight (8) hours for less than a twenty-four (24) hour period. Regularly assigned employees so held shall be allowed total credits (including actual service) of not less than the credits they would have earned in their regular assignment.

7. Effective July 1, 1966, Article 22, Days Off Duty: Shall be revised to read as follows:

   Not less than one hundred and ninety-two (192) hours off duty each month in twenty-four (24) consecutive hour periods or multiples thereof shall be allowed at designated home terminal.

8. Effective July 1, 1966, (EXAMPLES - Article #21), last column on page #17 shall be changed to read as follows:

H. M.	H. M.	H. M.
	8. 00	8. 00
16. 00	8. 00	2. 00
	8. 00	00. 15
16. 00	24. 00	10. 15

9. Effective July 1, 1966, Article 38, Operation of Extra Employees Out of Home Station: Fourth paragraph shall be revised to read as follows:

   Standby or guard duty, "called and not used", and witness service of less than eight (8) hours shall not be considered an assignment under this rule.

Signed at Montreal, Quebec, on this day of 1966.

FOR THE COMPANY:

(Sgd.) T. P. James
Manager,
Sleeping, Dining, Parlor Car
& News Service Department.

FOR THE EMPLOYEES:

(Sgd.) A. R. Blanchette
International Field Representative,
Brotherhood of Sleeping Car
Porters.

APPENDIX 'C'

MEMORANDUM OF AGREEMENT BETWEEN THE CANADIAN PACIFIC RAILWAY COMPANY AND ITS PORTERS REPRESENTED BY THE BROTHERHOOD OF SLEEPING CAR PORTERS.

Classification	Up to & including Sept. 30/66 Monthly Rate (208 Hrs.)	Pro Rata Hourly Rate	Effective Oct. 1/66. Pro Rata Hourly Rate (182 hrs. Per Month)	Effective April 1/67. Pro Rata Hourly Rate (173-1/3 hrs. Per Month)
Sleeping Car Porters				
1st to 6th month	$ 335.82	1.615	1.845	1.937
7th to 12th month	339.34	1.631	1.865	1.958
13th to 24th month	346.34	1.665	1.903	1.998
25th to 48th month	353.36	1.699	1.942	2.039
49th month and over	356.88	1.716	1.961	2.059
Compartment Car Porters	363.88	1.749	1.999	2.099
Parlor Car Porters (including In Charge)	363.88	1.749	1.999	2.099
Coach Porters (Article 2 Clause (c) not applicable)	363.88	1.749	1.999	2.099

The foregoing monthly and hourly rates of pay shall be effective on the dates shown. They shall not be subject to any upward adjustments and shall remain in effect unless and until they are overtaken by the basic schedule monthly and hourly rates contained in Letter of Agreement signed at Montreal, May 30th, 1966.

2. The foregoing monthly rates shall apply to porters in regularly assigned service. Porters working in regular assigned service for less than the full calendar month shall be guaranteed a proportion of the monthly rate pro rated on the basis of the number of calendar days held on the assignment as related to the number of calendar days in the month.

3. Effective October 1st, 1966, 182 hours' service, or less, in assigned service, shall constitute a basic month's work. All time worked in excess of 182 hours and up to and including 208 hours will be paid for at pro rata rates. Hours worked in excess of 208 in any month will be paid for at the rate of time and one-half the pro rata rates.

4. Effective April 1st, 1967, 173-1/3 hours' service, or less, in assigned service shall constitute a basic month's work. All time worked in excess of 173-1/3 hours and up to and including 190 hours will be paid for at pro rata rates. Hours worked in excess of 190 in any month will be paid for at the rate of time and one-half the pro rata rates.

5. Overtime on the basis of one and one-half times the pro rata hourly rate shall be paid for on the minute basis for all time actually worked in a three month period in excess of 546 hours between October 1st, 1966 and March 31st, 1967 inclusive; and for all time actually worked in a three month period in excess of 520 hours effective from April 1st, 1967. The three month periods applicable to all porters shall be as follows:

October, November & December;
January, February & March;
April, May & June;
July, August & September.

.....3

Overtime compensation, whether straight time or time and one-half, paid for under Clauses 3 and 4 in any month of a three-month period shall be deducted when computing overtime under this Clause 5.

6. All provisions in the current collective agreement inconsistent with or in conflict with this Memorandum of Agreement shall be amended accordingly.

Signed at Montreal, Quebec, May 30th, 1966.

FOR THE COMPANY:

Manager, Sleeping, Dining,
Parlor Car & News Department.

FOR THE EMPLOYEES:

International Field Representative,
Brotherhood of Sleeping Car Porters.

APPENDIX "C-1"

Canadian Pacific

T. P. James,
Manager, Montreal 3

SLEEPING, DINING AND PARLOR CARS AND NEWS SERVICE — WINDSOR STATION, MONTREAL 3, QUE.

MONTREAL - September 23, 1966

Mr. A. R. Blanchette, (2)
International Field Representative,
Brotherhood of Sleeping Car Porters,
517 Castle Building,
1410 Stanley Street,
Montreal 2, P. Q.

Dear Sir:

This will confirm agreement reached at our meeting of September 22nd to the effect that Memorandum of Agreement between the Canadian Pacific Railway Company and its Porters, represented by the Brotherhood of Sleeping Car Porters, signed at Montreal, May 30, 1966, is amended as follows: (Slight changes in wording have been made for purposes of clarification.)

Clause 2 - Deleted

Clause 5 - Additional paragraph added reading as follows:

"Any three-month period of 546 hours effective October 1, 1966 and of 520 hours effective April 1, 1967, referred to in this Clause 5, shall, for the purpose of calculating overtime, be reduced by 42 hours effective October 1, 1966 and by 40 hours effective April 1, 1967 for each calendar week an employee is out of the service and not subject to wages for any reason other than regular layover during such three-month period. For example, an employee employed eight weeks (including layover) in the three-month period; he would be entitled to time and one-half for all hours actually worked during such eight-week period in excess of 336 hours effective October 1, 1966 and over 320 hours effective April 1, 1967, i.e., eight weeks times 42 hours and eight weeks times 40 hours, respectively."

Will you kindly sign one copy of this letter and return it to me.

Yours truly,

Thos P James

Manager.

Agreed:

A. R. Blanchette

(A. R. Blanchette)

CAN. PAC. RY. CO.
MANAGER
SEP 26 1966
S. D. & P. C. &
NEWS SERVICE
MONTREAL, QUE.

APPENDIX "E"

MEMORANDUM OF SETTLEMENT BETWEEN THE RAILWAYS AND EMPLOYEES SUBJECT TO THE MAINTENANCE OF RAILWAY OPERATION ACT, 1966, REPRESENTED BY:

Brotherhood of Maintenance of Way Employees
Brotherhood of Railway & Steamship Clerks, Freight Handlers, Express & Station Employees
Brotherhood of Railroad Signalmen
Transportation-Communication Employees Union
Brotherhood of Sleeping Car Porters, Train, Chair Car, Coach Porters and Attendants
Commercial Telegraphers Union
International Brotherhood of Firemen & Oilers, Power Plant Operators, Helpers, Roundhouse & Railway Shop Employees

- - - - - - - - - - -

1. Effective January 1st, 1967

- life insurance for participating employees under Employee Benefit Plan be increased by $500.

2. Effective January 1st, 1967

- an employee shall be entitled once during any service year in which the employee's spouse, child or parent dies, to three days' bereavement leave without loss of pay providing the employee has not less than one year of cumulative compensated service.

3. Effective January 1st, 1967

- three weeks' annual vacation with pay after 12 years of service instead of after 15 years as heretofore.

Effective January 1st, 1968

- four weeks' annual vacation with pay after 22 years of service instead of after 25 years as heretofore.

4. Effective January 1st, 1967

- there shall be established a joint committee of eight members drawn from the Executive Officers of the Unions and a like number from the Railways signatory to the Job Security Agreement dated November 16th, 1964, which shall study the existing Job Security Plan in conjunction with existing and proposed Government programs and make recommendations to their respective principals upon the

need for expansion of the purposes for which payments shall be made out of the existing Job Security Funds and upon the need for any increase in the existing weekly benefit of $12.00; for any change in the period of qualification and any reduction in the present 30-day waiting period. Such recommendations shall be made not later than June 30th, 1967, and if, within 60 days thereafter agreement between the principals has not been reached, either party may refer the matter to a third party for final and binding determination.

5. All basic monthly, hourly, daily and mileage rates of pay shall be increased as follows:

   Effective January 1st, 1966 - 4%
   Effective July 1st, 1966 - 4%
   Effective January 1st, 1967 - 7%
   Effective July 1st, 1967 - 3%
   Effective January 1st, 1968 - 6%

   All to be calculated on the basic rates of pay in force at December 31st, 1965.

6. Effective January 1st, 1968

   - weekly indemnity benefits on account of sickness to commence on the fourth day instead of on the eighth day as at present and weekly indemnity payments to be increased to $55.00 per week instead of $50.00 per week and be payable for a period of 18 weeks instead of 13 weeks as at present.

7. 1. It is agreed between the parties that on the introduction by the Company of technological, operational and/or organizational changes the following provisions will apply:

   (a) the Company will not put into effect any such change which is likely to be of a

permanent nature and which may effect a material change in working conditions with adverse effects on employees covered by this agreement without giving as much advance notice as possible of any such proposed change to the unions concerned and, in any event, not less than 90 days if a relocation of employees is involved and 60 days' notice in other cases, with a full description thereof and with appropriate details as to the consequent changes in working conditions and the number of employees who would be adversely affected;

(b) that it will negotiate with the Unions measures to minimize the adverse effects of the proposed change on employees, which measures may, for example, be with respect to severance, loss of wages, expenses of moving and travelling of employees required to relocate, retraining and the merging of seniority lists within organizations and/or such other measures as may be appropriate in the circumstances.

2. If the negotiations do not result in mutual agreement within a fixed delay, or within a further delay agreed upon between the parties, the matter shall be referred for mediation to a Board of Review, on which each of the parties will be equally represented by senior officers.

3. The Board of Review shall make its findings and recommendations within a fixed delay. If such recommendations are not acceptable to either party, the matters remaining in dispute shall be decided within a fixed delay by a referee selected by the parties or, failing that, appointed by the

Minister of Labour. The matters to be decided by the Referee shall not include any question as to the right of the Company to make the change, which right the Unions acknowledge, but shall be confined to measures for minimizing the adverse effects of the change; and if there is also a dispute with respect thereto, to the question as to whether such change would materially or permanently affect working conditions.

4. The decision of the Referee shall be final and binding.

5. These provisions do not cover cases where

(a) workers are affected by a recognizable general decline in business activity, such as a recession or by fluctuations in traffic;

(b) the workers affected are casual workers subject to irregular employment because of the nature of the work they perform or seasonal employees outside their normal period of employment;

(c) there is a normal reassignment arising out of the nature of the work in which the employees are engaged.

8. 1.(a) Immediately following the signing of the Master Agreement provided for in Clause 12 of this Memorandum of Settlement studies shall be made of all jobs with a view to standardizing classifications and adjusting any job rate in any union group where it can be found that such rate is inequitable in its relationship with other job rates within such union group.

1.(b) The provisions of Clause 1(a) will not preclude the parties in respect of the study being conducted within any individual union group from using for comparative purposes, by mutual agreement, any classification or job rate in another railway union group.

2. It is understood that these studies are solely for the purpose of reviewing job rates and classifications in order to eliminate any inequities that have been found to exist and are not for the purpose of establishing wage adjustments of a general nature, nor of producing an increase, decrease or maintenance of existing payroll costs.

3. The method to be used for the studies will be as agreed upon during negotiations and known as the "Significant Differences Method."

4. Nothing shall prevent mutual agreement being reached between any particular union and more than one of the railway companies pursuant to which such study with respect to such union will embrace the railway companies with which such arrangement has been made.

5. When each study provided for herein has been completed in respect of all employees of each railway or railways represented by a particular union, revised classifications and increased job rates that have been agreed upon shall be made effective on the first day of the calendar month next following the date both parties agree that the study has been completed, except that where a study is completed between July 1st, 1967 and December 31st, 1967, revised classifications and increased job rates that have been agreed upon shall be made effective July 1st, 1967;

and where a study is completed subsequent to December 31st, 1967, revised classifications and increased job rates that have been agreed upon shall be made effective six months prior to the first day of the calendar month next following the date the study is completed.

6. If as a result of the process provided for in this Clause 8, a job is re-evaluated at a lower rate, employees on that job shall continue to receive the job rate in effect prior to completion of the study until such time as the newly evaluated rate reaches or exceeds the former rate or until an employee declines subsequent to the completion of the study in his union, to exercise his seniority rights at his home terminal to a higher rated position for which he is qualified. However, in the case of any change in the personnel on such job, the re-evaluated job rate shall be effective and any employee newly placed on such job shall be paid the re-evaluated job rate.

7. In the event the parties are unable to agree upon any reclassification of a job, or jobs, or change in a job rate, or job rates, the matters in dispute under Clause 1(a) shall be submitted to a referee for final determination but in no event shall final settlement of all matters involved in these studies, either by mutual agreement or by third party determination, be later than June 30th, 1968.

9. The Master Agreement to be entered into in accordance with this Memorandum of Settlement shall contain provisions to give effect to the following arrangement:

- The parties to each agreement confirm the desirability of settling by mutual agreement any matter that is a source of dissatisfaction to either party during the term of the agreement,

and which requires a change in such agreement, and agree to take every reasonable means to resolve any such matter during the term of such agreement.

- If any such matter cannot be settled by mutual agreement and is not a matter pertaining to requests for general revisions being negotiated in common with other parties to the Master Agreement, nor a matter sufficiently appropriate that it could have been the subject of negotiations for general revisions, and provided the Union affected has not made requests for changes in its agreement which are in addition to such common requests for general revisions or to the matter or matters remaining unsettled, then such matter or matters remaining unsettled may be included by either party with any other issues between such parties which may come before a Conciliation Board established to deal with issues which have been the subject of common negotiations for general revisions as aforesaid.

10. The Unions will co-operate fully with the Company so that the Company can establish the pay period for all employees on the basis of every two weeks by January 1st, 1968.

11. All agreements affected by the foregoing to run to December 31st, 1968.

12. The parties will enter into a Master Agreement as soon as possible for the purpose of amending the Collective Agreements in conformity with the foregoing changes.

Signed at Montreal, Quebec, this 17th day of December 1966, in the presence of H. Carl Goldenberg, Mediator.

For the Railways:	For the Employees
(Sgd.) K. Campbell Vice-President Rail, Staff Canadian Pacific Railway Company.	(Sgd.) R. C. Smith Chairman, Negotiating Committee Associated Non-Operating Unions.

For the Railways:

(Sgd.) H. Abbott
Manager, Labour Relations,
Canadian National Railways.

(Sgd.) J. C. Anderson
Assistant to Vice-President,
Personnel,
Canadian Pacific Railway Company.

For the Employees:

(Sgd.) E. F. Downard
Vice-Grand President,
Brotherhood of Railway & Steamship Clerks, Freight Handlers, Express & Station Employees.

(Sgd.) H. A. Stockdale
International Representative,
Brotherhood of Railroad Signalmen.

(Sgd.) C. Smith
Vice-President,
Brotherhood of Maintenance of Way Employees.

(Sgd.) J. Willie Lebeau
Vice-President,
International Brotherhood of Firemen & Oilers, Power Plant Operators, Helpers, Roundhouse & Railway Shop Employees.

(Sgd.) R. Tomlinson
Vice-President,
The Commercial Telegraphers Union.

(Sgd.) A. R. Blanchette
International Field Representative,
Brotherhood of Sleeping Car Porters, Train, Chair Car, Coach Porters & Attendants.

G. E. LEIGHTY, CHAIRMAN
DONALD S. BEATTIE, EXECUTIVE SECRETARY-TREASURER
MICHAEL FOX, VICE CHAIRMAN

REPUBLIC 7-1541

RLEA
RAILWAY LABOR EXECUTIVES' ASSOCIATION
RAILWAY LABOR BUILDING, 400 1ST STREET, N. W., WASHINGTON, D. C. 20001

October 28, 1966

Mr. J. P. Tahney	President	ARSA
Mr. R. C. Coutts	President	ATDA
Mr. H. E. Gilbert	President	BLFE
Mr. H. C. Crotty	President	BLFE
Mr. Jesse Clark	President	BRS
Mr. Charles Luna	President	BRT
Mr. George L. O'Brien	General President	BRCA
Mr. C. L. Dennis	Grand President	BRC
Mr. A. Philip Randolph	Int'l. President	BSCP
Mr. Thomas V. Ramsey	Vice President	IBEW
Mr. Clyde F. Lane	President	ORCB
Mr. Michael Fox	President	RED
Mr. John W. O'Brien	Vice President	SMWIA
Mr. G. E. Leighty	President	TCU
Mr. R. W. Smith	Vice President	H&RE
Mr. Joseph W. Ramsey	Gen'l. Vice President	IAM
Mr. Erick Erickson	Int'l. Representative	B&B
Mr. James B. Zink	Exec. Vice President	IBFO

SUBJECT: Proposed agreement -- ACL-SAL Merger

Dear Sirs and Brothers:

In accordance with the procedures agreed upon at the RLEA meeting in September, your committee met with President Rice, of the ACL, and President Smith, of the SAL, and their associates to work out an agreement for the protection of the employees when and if the merger is consummated. As you know the merger was approved by the ICC some time ago but the matter has been in the courts on the monopoly and competition issues for many months. A final court decision is expected shortly.

The ICC order approving the merger imposed the so-called Southern Central of Georgia conditions for the protection of employees which is a highly unsatisfactory arrangement and it has been our purpose to improve on those conditions as much as possible.

The proposed agreement was discussed at some length by Attorney Hickey and the undersigned when the Chief Executives or their representatives met in Washington on October 27. Copies of the proposed agreement were furnished or sent to each of you on that date. The proposed agreement includes most of the provisions of the Penn-New York Central agreement and your committee recommends that we accept it.

As soon as you receive the proposed agreement, please go over it promptly and if you have any questions about it call Mr. Hickey at STerling 3-5366, Washington, D. C. so we may know if other problems are involved.

AFFILIATED ORGANIZATIONS: American Railway Supervisors' Association • American Train Dispatchers' Association • Brotherhood of Locomotive Firemen and Enginemen • Brotherhood of Maintenance of Way Employes • Brotherhood of Railroad Signalmen • Brotherhood of Railroad Trainmen • Brotherhood Railway Carmen of America • Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees • Brotherhood of Sleeping Car Porters Hotel & Restaurant Employees and Bartenders International Union • International Association of Machinists and Aerospace Workers • International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers • International Brotherhood of Electrical Workers • International Brotherhood of Firemen & Oilers International Organization Masters, Mates & Pilots of America • National Marine Engineers' Beneficial Association • Order of Railway Conductors and Brakemen Railroad Yardmasters of America • Railway Employes' Department, AFL-CIO • Seafarers' International Union of North America • Sheet Metal Workers' International Association • Switchmen's Union of North America • Transportation-Communication Employees Union

Mr. Rice and Mr. Smith are arranging to meet with us again at the Hamilton Hotel, Washington, D. C., at 10:00 a.m., November 3, 1966. We request that as many of the Chief Executives or their duly authorized representatives as possible attend that meeting. We would like to have as many Chief Executives or their representatives as possible sign the proposed agreement at that time, or if the proposed agreement is satisfactory to you and you are unable to be present, authorize someone to sign it for you.

Fraternally yours,

G. E. Leighty

Chairman

CLARENCE M. MULHOLLAND
EDWARD J. HICKEY, JR.
RICHARD R. LYMAN
EDWARD J. McCORMICK, JR.
DONALD W. FISHER
WILLIAM G. MAHONEY
JAMES L. HIGHSAW, JR.
RICHARD M. COLASURD
WILLIAM J. HICKEY

LAW OFFICES
MULHOLLAND, HICKEY & LYMAN
SUITE 620 TOWER BUILDING
PHONE STERLING 3-5366 (AREA CODE 202)
WASHINGTON, D.C. 20005

TOLEDO OFFICE
741 NATIONAL BANK BLDG.
TOLEDO 4, OHIO

October 27, 1966

Mr. A. Philip Randolph, Intl. President
Brotherhood of Sleeping Car Porters
217 West 125 th Street - Room 301
New York, New York 10027

Dear Mr. Randolph:

In accordance with the understanding reached at our meeting on Thursday, October 27, at the Hamilton Hotel, I am transmitting a copy of the proposed employee protective agreement with the Seaboard and Coast Line Railroads as completed and recommended by the RLEA negotiating committee for signature of the respective organizations at a meeting to be held on Thursday, November 3, commencing at 10 a.m. in the Hamilton Hotel, Washington, D. C.

Sincerely yours,

MULHOLLAND, HICKEY & LYMAN

By Edw. J. Hickey, Jr.
Edward J. Hickey, Jr.

RECEIVED
OCT 31 1966
OFFICE OF THE PRESIDENT

AGREEMENT
FOR PROTECTION OF EMPLOYEES
IN EVENT OF MERGER OF
SEABOARD AND COAST LINE RAILROADS

WHEREAS, the Seaboard Air Line Railroad Company and the Atlantic Coast Line Railroad Company (hereinafter sometimes referred to individually as Seaboard and Coast Line or collectively as the Carriers) have filed a joint application with the Interstate Commerce Commission (hereinafter called the Commission) for authority under Section 5(2) of the Interstate Commerce Act to merge the properties and franchises of Coast Line into Seaboard for ownership, management, and operation of the properties now separately owned and operated, and for certain other authority incidental thereto, as more fully described in Finance Docket No. 21215;

AND WHEREAS, the said joint application has been approved by the Commission, but now is subject to review by the courts of the United States;

AND WHEREAS, the approved Plan of Merger dated May 19, 1960, between the Carriers provides that the corporation to survive the merger will be a corporation of the Commonwealth of Virginia with its name changed to "Seaboard Coast Line Railroad Company" (hereinafter referred to as the Merged Company) which will assume and be bound by the collectively bargained labor agreements of both Seaboard and Coast Line;

AND WHEREAS, upon court approval of the Commission's orders it is the intent and purpose of Seaboard and Coast Line to effectuate the merger, which may or will have adverse effect upon their employees represented by the labor organization parties hereto;

AND WHEREAS, the international and national labor organizations signatory hereto are the authorized and recognized representatives of the majority of the employees of Seaboard and Coast Line and have intervened on behalf of said employees through the Railway Labor Executives' Association in opposition to the said merger in proceedings before the Commission and in the courts;

AND WHEREAS, Section 5(2)(f) of the Interstate Commerce Act provides:

> "As a condition of its approval, under this paragraph (2) of any transaction involving a carrier or carriers by railroad subject to the provisions of this chapter, the Commission shall require a fair and equitable arrangement to protect the interests of the railroad employees affected. In its order of approval the Commission shall include terms and conditions providing that during the period of four years from the effective date of such order such transaction will not result in employees of the carrier or carriers by railroad affected by such order being in a worse position with respect to their employment, except that the protection afforded to any employee pursuant to this sentence shall not be required to continue for a longer period, following the effective date of such order, than the period during which such employee was in the employ of such carrier or carriers prior to the effective date of such order. Notwithstanding any other provisions of this chapter and chapters 8 and 12 of this title, an agreement pertaining to the protection of the interests of said employees may hereafter be entered into by any carrier or carriers by railroad and the duly authorized representative or representatives of its or their employees."

AND WHEREAS, pursuant to the provisions of the Railway Labor Act, as amended, and in accordance with the last sentence of Section 5(2)(f) of the Interstate Commerce Act above quoted, the parties signatory hereto have reached agreement respecting the protection to be afforded employees of the Seaboard and Coast Line;

NOW, THEREFORE, it is mutually agreed as follows:

Section 1.

The fundamental scope and purpose of this Agreement is (a) to provide for the protection of defined employees of Seaboard and Coast Line as herein set forth, (b) to expedite the changes in services, facilities and operations involved in such merger, and (c) to prescribe the procedures by which existing agreements between the parties shall be modified and consolidated to conform with the changes in services, facilities and operations involved in such merger.

Section 2.

(a) For the purposes of this Agreement the term "Present employees" is defined to mean all employees of Seaboard or Coast Line who render any compensated service between the effective date of this Agreement and the date of consummation of the corporate merger (both dates inclusive).

(b) On the date the said corporate merger of the Coast Line into Seaboard is consummated the Merged Company will take

into its employment all employees of Seaboard and Coast Line who were employees on the effective date of this Agreement, or subsequent thereto, up to and including the date the merger is consummated, and who are willing to accept such employment. None of the present employees of either of the said carriers shall be deprived of employment or placed in a worse position with respect to compensation, rules, working conditions, fringe benefits or rights and privileges pertaining thereto at any time during such employment.

(c) In the event two or more present employees, including those on leave-of-absence, have employment rights to the same job, said employees will be protected hereunder and their employment preserved only to the extent of their individual equities in said job.

(d) The Merged Company shall also take over, assume and continue the employment relationship of all employees on furlough or leave-of-absence and preserve their rights and equities as they may exist as of the effective date of this Agreement or subsequent thereto up to and including the date the corporate merger is consummated subject, however, to the transfer of work and employees as hereinafter set forth.

(e) An employee shall not be regarded as deprived of employment or placed in a worse position with respect to his compensation, rules, working conditions, fringe benefits, or rights and privileges pertaining thereto (1) in case of his

resignation, death, retirement, dismissal for cause in accordance with existing agreement, (2) or failure to work due to disability or discipline, (3) or failure to obtain a position available to him in the exercise of his seniority rights in accordance with existing rules or agreements, (4) or reductions in forces due to seasonal requirements, provided, however, that employees furloughed due to seasonal requirements shall not be furloughed in any twelve-month period for a greater period than they were furloughed during the twelve months preceding the date the merger is consummated.

(f) In the event of a decline in the Merged Company's business in excess of 5% in the average percentage of both railway operating revenues and total ton miles revenue-freight in any 30-day period compared with the average of the same period for the years 1964 and 1965, a reduction in forces in the crafts represented by each of the organizations signatory hereto may be made at any time during a 30-day period following the period of decline below the number of employees entitled to preservation of employment under this agreement to the extent of one percent for each one percent that such decline exceeds 5%. The average percentage of decline shall be the total of the percent of decline in railway operating revenues and percent of decline in total ton miles revenue-freight divided by two. Advance notice of any such force reduction shall be given as required by the current schedule

agreements of the organizations signatory hereto. Upon restoration of the Merged Company's business following any such force reduction, employees entitled to preservation of employment must be recalled in accordance with the same formula within 15 calendar days.

(g) Notwithstanding other provisions of this Agreement, the Merged Company shall have the right to make force reductions under emergency conditions such as flood, snowstorm, hurricane, earthquake, fire or strike, provided that operations are suspended in whole or in part and provided further that because of such emergencies the work which would be performed by the incumbents of the positions to be abolished or the work which would be performed by the employees involved in the force reductions no longer exists or cannot be performed. When forces have been so reduced and thereafter as operations are restored upon termination of the emergency, employees entitled to preservation of employment must be recalled. In the event the Merged Company is required to make force reductions because of the aforesaid emergency conditions, it is agreed that any decline in railway operating revenues and total ton miles revenue-freight resulting therefrom shall not be included in any computation of a decline in the Merged Company's business pursuant to the provisions of the preceding paragraph.

(h) None of the provisions of this Agreement are applicable to employees temporarily hired for work on non-recurring projects between the effective date hereof and the date of the consummation of the merger.

(i) Seaboard and Coast Line agree to furnish rosters (which shall be attached as Appendix B to this Agreement) of all employees entitled to preservation of employment, compensation, and fringe benefits as of the effective date of this Agreement, and also separate rosters (which shall be attached as Appendix C) of all employees on furlough or leave-of-absence, each of which rosters shall also set forth the Carrier by which the employees are employed and the labor organization party to this Agreement representing such employees. The Carrier will furnish, upon request, the additional information specified in Appendices D and E to this Agreement. Seaboard and Coast Line further agree that the said rosters are subject to revision as necessary to include any employees to be added or deleted from said rosters between the effective date of this Agreement and the date the corporate merger is consummated.

Section 3.

(a) In consideration of the foregoing employee benefits the Merged Company shall, subject to compliance with the provisions of Appendix F attached hereto, be entitled to transfer the work of the employees protected hereunder throughout the

merged or consolidated system and the labor organizations will, subject to provisions contained in the Memorandum of Understanding attached hereto as Appendix G, enter into implementing agreements providing for the transfer and use of employees and allocation or rearrangement of forces made necessary by changes for which protection is herein provided and the employees, their organizations and the Carriers will cooperate to that end. The implementing agreements to be negotiated with respect to the transfer and use of employees and allocation or rearrangement of forces shall enable the Merged Company to transfer employees who are unable to secure employment in accordance with seniority rights in their own craft or class on a temporary basis to other reasonably comparable employment for which they are physically and mentally qualified, if such transfer does not infringe upon the employment rights of other employees under existing schedule agreements. Any employee so transferred on a temporary basis shall retain the option of returning to his craft or class as employment opportunities in such craft or class become available.

(b) The Merged Company will take over and assume all contracts, schedules and agreements between Seaboard, Coast Line, and the labor organizations signatory hereto concerning rates of pay, rules and working conditions and fringe benefits in effect at the time of consummation of the said merger and

will be bound by the terms and provisions thereof, and such agreements will be merged into new agreements through negotiations covering all employees of the Merged Company in each craft with consolidation of seniority rosters and seniority districts for each class and craft of employees.

(c) If after the merger there remains a surplus of employees, any present employee 60 years of age or over may at the option of the Merged Company be offered in seniority order the opportunity to resign and to accept a retirement allowance based upon the age of such employee as of his nearest birthday on the date such allowance is offered. The amount of such allowance shall be:

Age at Nearest Birthday	Allowance
64 and under	12 months' pay
65	10 months' pay
66	8 months' pay
67	6 months' pay
68 and over	4 months' pay

The acceptance of the retirement allowance shall be at the option of the employee. Acceptance shall be in writing, shall be irrevokable and shall be received by the Supervisor offering the allowance within fifteen calendar days of receipt of such offer.

An employee who elects to accept and is awarded such allowance shall thereupon terminate his employment relationship

with the Merged Company, and the effective date of such termination shall be that date specified in the offer by the Merged Company. A minimum of fifteen calendar days' advance notice of the date of termination of employment shall be given the employee offered the retirement allowance.

The retirement allowance herein provided will be in addition to any vacation allowance to which such employee is entitled as of the date of his retirement but shall be in lieu of all other benefits and protections to which such employee may be entitled under this Agreement.

Section 4.

In event any dispute or controversy arises between Seaboard, Coast Line, or the Merged Company and any labor organization signatory to this Agreement with respect to the interpretation or application of any provisions of this Agreement, or of any implementing agreement entered into between the Merged Company and individual labor organizations which are parties hereto pertaining to the said merger or related transactions, which cannot be settled by said Carriers and the labor organization or organizations involved within thirty days after the dispute arises, such dispute may be referred by either party to an arbitration committee for consideration and determination. Upon notice in writing served by one party on the other of intent by that party to refer the dispute or controversy to an arbitration

committee, each party shall, within ten days, select a member of the arbitration committee and the members thus chosen shall, if they cannot agree on the disposition of the dispute within 10 days, endeavor to select a neutral member who shall serve as Chairman, in which event the compensation and expenses of the Chairman shall be borne equally by the parties to the proceeding. All other expenses shall be borne by the party incurring them. Should the members designated by the parties be unable to agree upon the appointment of the neutral member within ten days, either party may request the National Mediation Board to appoint the neutral member, whose compensation and expenses shall then be paid in accordance with existing law. If any party fails to select its member of the arbitration committee within the prescribed time limit, the representative of such party signatory to this Agreement or his designated representative shall be deemed to be the selected member and the committee shall then function and its decision shall have the same force and effect as though all parties had selected their members. The decision of the majority of the arbitration committee shall be rendered within 30 days after selection of the committee, unless the parties mutually agree to a further extension and shall be final and binding, except that in any case in which there is an unequal number of carrier and organization members on the arbitration committee, the decision of the neutral member shall be final and binding.

Section 5.

In the event merger or control of other carriers not now involved in the aforesaid merger proceedings shall be ordered by the Commission, this Agreement shall be subject to amendment by the parties so as to provide the employee benefits set forth in Section 1 hereof to the employees of any such carrier controlled by or merged into the Merged Company.

Section 6.

Except as specifically provided herein, this Agreement supersedes the employee protective conditions prescribed by the Interstate Commerce Commission in Finance Docket 21215 with respect to the merger of the Seaboard and the Coast Line and supersedes the application of the Washington Job Protection Agreement, except that a Seaboard or Coast Line employee not entitled to preservation of employment under this Agreement and affected by the merger who ordinarily would be provided protection under the Washington Job Protection Agreement will be covered by the Washington Job Protection Agreement.

Section 7.

(a) The foregoing represents an agreed settlement of protection of the interests of the employees of the Seaboard and Coast Line in the said merger. Said agreed settlement of protective benefits is made on behalf of said employees by

their authorized and recognized bargaining representatives signatory hereto pursuant to Section 5(2)(f) of the Interstate Commerce Act and applicable provisions of the Railway Labor Act, as amended, and shall become applicable only in the event of the proposed merger and consummation thereof. It shall be considered and construed as a separate agreement between Seaboard, Coast Line and each of the labor organizations signatory hereto.

(b) In the event the Commission's approval of the merger of the Seaboard and the Coast Line is before a court on appeal at the time this Agreement is executed, the Railway Labor Executives' Association will inform such court that any differences as to employee-protection between the Carriers and the employees represented by the Railway Labor Executives' Association have been resolved.

Section 8.

It is understood and agreed that the provisions of this Agreement shall be for the benefit only of the employees of Seaboard and Coast Line represented by the labor organizations parties hereto.

Secton 9.

The effective date of this Agreement shall be August 1, 1966.

IN WITNESS WHEREOF, the parties to this Agreement have hereunto executed the same by and through their duly authorized representatives this 3rd day of November 1966.

Seaboard Air Line Railroad Company

By _____

Atlantic Coast Line Railroad Company

By _____

American Railway Supervisors Association

By _____

American Train Dispatchers' Association

By _____

Brotherhood of Maintenance of Way Employes

By _____

Brotherhood of Railroad Signalmen

By _____

Brotherhood Railway Carmen of America

By _____

Brotherhood of Railway & Steamship Clerks,
Freight Handlers, Express & Station Employes

By _____

Brotherhood of Sleeping Car Porters

By _____

Hotel & Restaurant Employees & Bartenders
International Union

By _____

International Brotherhood of Boilermakers,
Iron Ship Builders, Blacksmiths, Forgers
& Helpers

By _____

International Brotherhood of Electrical
Workers

By _____

International Brotherhood of Firemen & Oilers

By _____

Sheet Metal Workers' International Association

By _____

Transportation-Communication Employees Union

By _____

Brotherhood of Locomotive Firemen & Enginemen

By _____

Order of Railway Conductors & Brakemen

By _____

Brotherhood of Railroad Trainmen

By _____

International Association of Machinists

By _____

Railway Employes' Department, AFL-CIO

By _____

SUMMARY OF APPENDICES

Appendix B - Rosters of all employees entitled to preservation of employment, compensation and fringe benefits.

Appendix C - Rosters of all employees on furlough or leave of absence, setting forth the Carrier by which the employees are employed and the labor organization representing such employees.

Appendix D - Memorandum of Understanding regarding employment information to be furnished upon request and computations respecting compensation due non-operating employees under this agreement.

Appendix E - Memorandum of Understanding regarding employment information to be furnished upon request and computations respecting compensation due operating employees under this agreement.

Appendix F - Memorandum regarding notices of changes under this agreement.

Appendix G - Memorandum of Understanding regarding moving expenses and lump sum separation allowances.

Appendix H - Memorandum of Understanding regarding effect of this agreement on negotiation of national agreement.

Appendix I - Memorandum of Understanding regarding supervisory and excepted personnel.

APPENDIX D

MEMORANDUM OF UNDERSTANDING RE EMPLOYMENT INFORMATION TO BE FURNISHED UPON REQUEST AND COMPUTATIONS RESPECTING COMPENSATION DUE NON-OPERATING EMPLOYEES UNDER THIS AGREEMENT

This Memorandum of Understanding is attached to and made a part of the Agreement for Protection of Employees in Event of Merger of Seaboard and Coast Line Railroads, effective August 1, 1966, hereinafter called the Agreement.

Upon request, the Merged Company will furnish the non-operating signatory organizations, for any employee appearing on the rosters in Appendices B and C, information respecting his current rate of pay, compensation paid and hours worked in a base period as set forth hereunder. All elements of compensation received from the Merged Company (including vacation pay, arbitraries, pay for time lost and so forth), but excluding payments made on account of personal injuries and penalty time claims when such payments are for reasons other than time lost, will be included in determining compensation referred to below.

Employees entitled to preservation of employment who, on the date the Agreement is executed, hold regularly assigned positions shall not be placed in a worse position with respect to compensation than the normal rate of compensation for said regularly assigned position on the date said Agreement is executed, provided, however, that in addition thereto such compensation shall be adjusted to include subsequent general wage increases.

All other employees entitled to preservation of employment shall not be placed in a worse position with respect to compensation than that earned during a base period comprised of the last twelve calendar months in which they performed compensated service immediately preceding the month in which the corporate merger is consummated. For purposes of determining whether, or to what extent, such an employee has been placed in a worse position with respect to his compensation, his total compensation and total time paid for during the base period will be separately divided by twelve. If his compensation in his current position is less in any month (commencing with the first month following the date of consummation of the merger) than his average base period compensation (adjusted to include subsequent general wage increases), he shall be paid the difference less compensation for any time lost on account of voluntary absences to the extent that he is not available for service equivalent to his average time paid for during the base period, but he shall be compensated in addition thereto at the rate of the position filled for any time worked in excess of the time paid for during the base period; provided, however, that in determining compensation in his current position the employee shall be treated as occupying the position producing the highest rate of pay and compensation to which his seniority entitles him under the working agreement.

Employees not entitled to protection under this Agreement but entitled to protection of the Washington Job Protection Agreement pursuant to the provisions of Section 6 of this Agreement shall be entitled to compensation computed in accordance with the provisions of the said Washington Agreement.

APPENDIX E

MEMORANDUM OF UNDERSTANDING RE EMPLOYMENT INFORMATION TO BE FURNISHED UPON REQUEST AND COMPUTATIONS RESPECTING COMPENSATION DUE OPERATING EMPLOYEES UNDER THIS AGREEMENT

This Memorandum of Understanding is attached to and made a part of the Agreement for Protection of Employees in Event of Merger of Seaboard and Coast Line Railroads, effective August 1, 1966, hereinafter called the Agreement.

Upon request the Merged Company will furnish the operating signatory organizations, for any employee appearing on the rosters in Appendices B and C, information respecting his current rate of pay, compensation paid and hours worked during a base period comprised of the last twelve (12) calendar months in which he performed compensated service immediately preceding the month in which the corporate merger is consummated. All elements of compensation received from the Merged Company (including vacation pay, arbitraries, pay for time lost and so forth), but excluding payments made on account of personal injuries and penalty time claims when such payments are for reasons other than time lost, will be included in determining compensation referred to below.

For purposes of determining whether, or to what extent, such an employee has been placed in a worse position with respect to his compensation, his total compensation and total time paid for during the base period will be separately divided by twelve. If his compensation in his current position is less in any month (commencing with the first month following the date of consummation of the corporate merger) than his average base period compensation (adjusted to include subsequent general wage increases), he shall be paid the difference less compensation for any time lost on account of voluntary absences to the extent that he is not available for service equivalent to his average time paid for during the base period, but he shall be compensated in addition thereto at the rate of the position filled for any time worked in excess of the time paid for during the base period; provided, however, that in determining compensation in his current position the employee shall be treated as occupying the position producing the highest rate of pay and compensation to which his seniority entitles him under the working agreement.

Employees not entitled to protection under this Agreement but entitled to protection of the Washington Job Protection Agreement pursuant to the provisions of Section 6 of this Agreement shall be entitled to compensation computed in accordance with the provisions of the said Washington Agreement.

MEMORANDUM RE NOTICES OF CHANGES UNDER THIS AGREEMENT

The Carriers shall give at least ninety (90) days written notice of intended changes contemplated because of the merger of the Seaboard and Coast Line by posting a notice on bulletin boards convenient to interested employees of each carrier or of the Merged Company and by sending registered or certified mail notice to the General Chairmen representing the interested employees. Such notice shall contain a full and adequate statement of the proposed changes, including an estimate of the number of employees of each class that will be affected by such intended changes. The date and place of a conference between carrier and employee representatives for the purpose of reaching agreements with respect to the application thereto of the terms and conditions of the Agreement to which this Appendix is a part, shall be agreed upon within ten (10) days after the receipt of said notice, and conferences shall commence within thirty (30) days from date of such notice. In event of failure to reach an agreement within sixty (60) days from commencement of such conferences, the dispute may be submitted by either party for a final decision in accordance with Section 4 of the Agreement to which this Appendix is a part. The issues submitted for determination shall not include any question as to the right of the carrier to make operational changes but shall be confined to the manner of implementing the contemplated operational changes with respect to the transfer and use of employees and the allocation or rearrangement of forces made necessary by the contemplated change.

APPENDIX G

MEMORANDUM OF UNDERSTANDING
RE
MOVING EXPENSES AND LUMP SUM SEPARATION ALLOWANCES

This Memorandum of Understanding is attached to and made a part of the Agreement for Protection of Employees in Event of Merger of Seaboard and Coast Line Railroads, effective August 1, 1966, hereinafter called the Agreement.

In case of any transfers or rearrangement of forces for which an implementing agreement has been made, any present employee who is required by the Merged Company pursuant to said implementing agreement to transfer to a new point of employment requiring him to move his residence shall be entitled to the benefits provided in Sections 10 and 11 of the Washington Job Protection Agreement, notwithstanding anything to the contrary contained in said sections, and in addition to such benefits shall receive a transfer allowance of $400 and five working days instead of the "two working days" provided by Section 10(a) of said Washington agreement.

Such employee with 15 years service or more may elect to resign in lieu of making the required transfer as aforesaid, and his resignation shall be effective as of the date the transfer would have been made. He shall be given (in lieu of all other benefits and protections to which he may have been entitled under the Agreement) a lump sum separation allowance which shall be computed in accordance with the schedule set forth in Section 9 of the Washington Job Protection Agreement.

This Memorandum of Understanding is applicable to the Seaboard and Coast Line employees represented by the organizations signatory to the Agreement of which it is a part and supersedes all existing agreements which may be in conflict herewith.

MEMORANDUM OF UNDERSTANDING
RE
EFFECT OF THIS AGREEMENT
ON
NEGOTIATION OF NATIONAL AGREEMENT

This Memorandum of Understanding is attached to and made a part of the Agreement for Protection of Employees in Event of Merger of Seaboard and Coast Line Railroads, effective August 1, 1966, hereinafter called the Agreement.

Said Agreement shall not be construed or used to prohibit or in any way limit the rights or obligations of the parties to modify or make changes in agreements affecting rates of pay, rules or working conditions to which the Seaboard or Coast Line are parties and which may be effectuated through concerted or national handling in the railroad industry.

APPENDIX I

MEMORANDUM OF UNDERSTANDING
RE
SUPERVISORY AND EXCEPTED PERSONNEL

This Memorandum of Understanding is attached to and made a part of the Agreement for Protection of Employees in Event of Merger of Seaboard and Coast Line Railroads, effective August 1, 1966, hereinafter called the Agreement.

If, subsequent to the effective date of the Agreement, officials, supervisory or fully excepted personnel are forced to exercise seniority rights in a craft or class of employees protected under said Agreement, then, during the period such seniority is exercised, such officials, supervisory or fully excepted personnel shall be entitled to the same protection afforded by the said Agreement to employees in the craft or class in which such seniority is exercised, and no employee subject to said Agreement shall be deprived of employment or adversely affected with respect to compensation, rules, working conditions, fringe benefits, or rights and privileges pertaining thereto, by the return of the official, supervisory, or fully excepted employee to work under the schedule agreement.

File

MEMORANDUM OF UNDERSTANDING
Between
ATLANTIC COAST LINE RAILROAD COMPANY
And Its Train Porters, Mail Porters and Chair Car Attendants
Represented By
THE BROTHERHOOD OF SLEEPING CAR PORTERS

It is agreed that Rule 3 (b) 2, Basic Month, and Rule 8 (c), Extra Work, of the agreement dated July 1, 1957, as amended, shall be revised to read as follows:

Rule 3 (b) 2, Basic Month

"Except as provided in Rule 8 (c), unassigned employes working from the extra list are excepted from the guarantee provisions of this rule and will be compensated at hourly rate for the actual number of hours worked."

Rule 8 (c), Extra Work

"It is recognized that the management has the right to discontinue using an extra Train Porter, Mail Porter or Chair Car Attendant when he has made 184 hours in any calendar month to avoid overtime payment. All time made in excess of 184 hours in any calendar month shall be compensated at overtime rate. An extra employe who, in a calendar month, has accumulated in excess of 174 hours will be continued in his position on the extra board but will not be assigned therefrom during the balance of such calendar month while qualified extra employes who have not accrued such hourage are available."

This agreement shall become effective September 16, 1966, and shall remain in effect until changed or modified in accordance with the provisions of the Railway Labor Act, as amended.

Signed at Jacksonville, Florida, this 15th day of September, 1966:

FOR THE EMPLOYES: FOR THE COMPANY:

A. Philip Randolph
International President

E. Wilkins Jr.
Director of Personnel

ASA PHILIP RANDOLPH

SUBJECT FILE

BROTHERHOOD OF SLEEPING CAR PORTERS
Agreements

1967

(5)

A. PHILIP RANDOLPH
International President

BENNIE SMITH
2nd International Vice-President
1308 Broadway, Room 305
Detroit, Michigan 48226

A. R. BLANCHETTE
International Field Representative
Dominion of Canada
Montreal, Canada

BROTHERHOOD of SLEEPING CAR PORTERS

Train, Chair Car, Coach Porters and Attendants
AN INTERNATIONAL UNION
Affiliated with the AFL-CIO/CLC

517 CASTLE BUILDING
1410 STANLEY STREET
MONTREAL 2, QUEBEC
Phone: Victor 5-9791

440

WILLIAM H. BOWE
Acting International Secy.-Treas.

C. L. DELLUMS
3rd International Vice-President
1716 Seventh Street
Oakland, California 94620

T. D. McNEAL
4th International Vice-President
2906a North Union Boulevard
St. Louis, Missouri 63115

B. F. McLAURIN
Eastern Zone Supervisor
217 West 125th Street
New York, N. Y. 10027

March 15, 1967

Mr. A.Philip Randolph
International President
Brotherhood of Sleeping Car Porters
217 West 125th Street - Suite 301
New York, N.Y. 10027

Dear Brother Randolph:

Enclosed please find copy of the Master Agreement, which was signed yesterday, at Montreal, by given representatives of the Canadian Railways and the Associated Railway Unions representing the Non-Operating Employees.

Fraternally yours,

A.R.Blanchette
International Field Representative

Enc.

Printed in U.S.A.

April 11, 1967

Mr. Arthur R. Blanchette
International Field Representative
Dominion of Canada
Brotherhood of Sleeping Car Porters
517 Castle Building
1410 Stanley
Montreal 2, Quebec

Dear Brother Blanchette:

Just a word to thank you for Agreement of March 14, 1967. A job well done.

Fraternally yours,

A. Philip Randolph
International President

APR:mr

MASTER AGREEMENT

dated

MONTREAL, MARCH 14, 1967.

between

CANADIAN NATIONAL RAILWAYS
CANADIAN PACIFIC RAILWAY COMPANY
TORONTO, HAMILTON AND BUFFALO RAILWAY
ONTARIO NORTHLAND RAILWAY
ALGOMA CENTRAL RAILWAY
THE MIDLAND RAILWAY COMPANY OF MANITOBA
THE CUMBERLAND RAILWAY COMPANY

and

THEIR NON-OPERATING EMPLOYEES

represented by

ASSOCIATED RAILWAY UNIONS SIGNATORY HERETO

re:

Application of Wage Increases;
Annual Vacations; Health and Welfare;
Job Security; Technological, Operational,
Organizational changes; Bereavement Leave;
and other changes.

MASTER AGREEMENT

PREAMBLE

IT IS HEREBY AGREED that existing collective agreements between the Railways and the Organizations signatory hereto, as specified in Appendix "A" to this agreement, are amended to conform to the following provisions of this agreement except that these provisions shall not apply to positions which are located on Canadian National lines in the United States and which come within the scope of the aforementioned collective agreements.

ARTICLE 1 - WAGE INCREASES

All basic hourly, daily, monthly and mileage rates of pay will be increased as follows:

(i) Effective January 1, 1966, an increase of 4% calculated on the basic rates of pay in force at December 31, 1965; and

(ii) effective July 1, 1966, a further increase of 4% calculated on the basic rates of pay in force at December 31, 1965; and

(iii) effective January 1, 1967, a further increase of 7% calculated on the basic rates of pay in force at December 31, 1965; and

(iv) effective July 1, 1967, a further increase of 3% calculated on the basic rates of pay in force at December 31, 1965; and

(v) effective January 1, 1968, a further increase of 6% calculated on the basic rates of pay in force at December 31, 1965.

ARTICLE II - STANDARDIZATION OF CLASSIFICATIONS AND ADJUSTMENT OF JOB RATES

(a) As soon as possible following the signing of this Master Agreement, studies shall be made of all jobs with a view to standardizing classifications and adjusting any job rate in any union group where it can be found that such rate is inequitable in its relationship with other job rates within such union group.

(b) The provisions of Clause (a) will not preclude the parties in respect of the study being conducted within any individual union group from using for comparative purposes, by mutual agreement, any classification or job rate in another railway union group.

(c) The studies referred to in Clause (a) hereof are solely for the purpose of reviewing job rates and classifications in order to eliminate any inequities that have been found to exist and are not for the purpose of establishing wage adjustments of a general nature, nor of producing an increase, decrease or maintenance of existing payroll costs.

(d) The method to be used for the studies will be as agreed upon during the negotiations and known as the "Significant Differences Method."

(e) Nothing shall prevent mutual agreement being reached between any particular union and more than one of the railway companies pursuant to which such study with respect to such union will embrace the railway companies with which such arrangement has been made.

(f) When each study provided for herein has been completed in respect of all employees of each railway or railways represented by a particular union, revised classifications and increased job rates that have been agreed upon shall be made effective on the first day of the calendar month next following the date both parties agree that the study has been

(f) continued

completed, except that where a study is completed between July 1st, 1967 and December 31st, 1967, revised classifications and increased job rates that have been agreed upon shall be made effective July 1st, 1967; and where a study is completed subsequent to December 31st, 1967, revised classifications and increased job rates that have been agreed upon shall be made effective six months prior to the first day of the calendar month next following the date the study is completed.

(g) If as a result of the process provided in this Article II, a job is re-evaluated at a lower rate, the employee on that job shall continue to receive the job rate in effect prior to completion of the study until such time as the newly evaluated rate reaches or exceeds the former rate or until an employee declines subsequent to the completion of the study in his union, to exercise his seniority rights at his home terminal to a higher rated position for which he is qualified. However, in the case of any change in the personnel on such job, the re-evaluated job rate shall be effective and any employee newly placed on such job shall be paid the re-evaluated job rate.

(h) In the event the parties are unable to agree upon any reclassification of a job, or jobs, or change in a job rate, or job rates, the matters in dispute under Clause (a) shall be submitted to a referee for final determination but in no event shall final settlement of all matters involved in these studies, either by mutual agreement or by third party determination, be later than June 30th, 1968.

ARTICLE III - LIFE INSURANCE AND WEEKLY INDEMNITY BENEFITS

Effective January 1st, 1967, and subject to agreement with all unions party thereto, the Supplemental Agreement governing the Non-Operating Employees Benefit Plan shall be amended to provide for life insurance coverage to be increased from $1500 to $2000 for each participating employee.

Effective January 1st, 1968, and subject to agreement with all unions party thereto, the Supplemental Agreement governing

ARTICLE III (Continued)

the Non-Operating Employees Benefit Plan shall be amended in respect of the eligibility for and payment of weekly indemnity benefits on account of sickness to provide for such weekly indemnity benefit payments to commence on the fourth day of absence account sickness instead of the eighth day as at present; and, in respect of employees covered by this Master Agreement, the present weekly indemnity provisions shall be amended to increase the present $50.00 to $55.00 and to increase the existing maximum period of thirteen weeks during which weekly indemnity payments are payable for any one injury or illness to eighteen weeks.

The increased premiums attached to these improved benefits shall, until it is exhausted, be charged against the Special Fund established by the existing Supplemental Agreement pursuant to Article II of the Master Agreement of July 17th, 1964. Should this Special Fund become exhausted, the amount necessary to pay the premiums for life insurance and weekly indemnity coverage shall be shared equally by the railway and the employee in the same manner as presently provided in the Supplemental Agreement.

Pending agreement being reached to amend the Supplemental Agreement with all unions party thereto, the foregoing increased benefits shall be made effective on the dates specified through a separate policy or policies to be underwritten in respect of employees covered by this Master Agreement and the premiums attached thereto shall be shared equally by the railway and each participating employee.

ARTICLE IV - BEREAVEMENT LEAVE

Effective January 1st, 1967, an employee shall, after having completed one year of cumulative compensated service, be entitled during each subsequent service year, to leave of absence with pay up to a maximum of three working days in the event of a bereavement or bereavements due to the death of spouse, child or parent who is domiciled with him, such leave to be for the purpose of arranging and attending the

funeral of the deceased or for such other requirement that would reasonably have necessitated a working day off duty. A dependent or unmarried child living other than in the employee's residence shall be regarded as domiciled therein.

If a bereavement or bereavements due to the death of spouse, child or parent who does not reside with the employee should occur, leave of absence with pay necessary to attend the funeral will be granted, including reasonable time travelling if required, up to a maximum of three working days in each service year.

ARTICLE V - ANNUAL VACATIONS

(A) An employee who at the beginning of the calendar year has not less than thirty days' employment relationship, shall be entitled to one working day's vacation with pay for each 25 days' cumulative service, or major portion thereof, during the preceding calendar year, with a maximum of ten working days until qualifying for further vacation under Section (B) hereof.

(B) Effective January 1, 1967, an employee who at the beginning of the calendar year has maintained a continuous employment relationship for at least twelve years and has completed 3,000 days' cumulative service shall be allowed fifteen working days' vacation with pay during such year, and in subsequent years shall be allowed one working day's vacation with pay for each 16 2/3 days' cumulative service, or major portion thereof, during the preceding calendar year, with a maximum of fifteen working days, until qualifying for further vacation under Section (C) hereof.

(C) Effective January 1, 1968, an employee who at the beginning of the calendar year has maintained a continuous employment relationship for at least twenty-two years and has completed 5,500 days' cumulative service shall be allowed twenty working days' vacation with pay during such year, and in subsequent years shall be allowed one working day's vacation with pay for each 12½ days' cumulative service, or major portion

ARTICLE V - (Continued)

thereof, during the preceding calendar year, with a maximum of twenty working days.

Note: Where methods relating to the calculation of vacations may differ from the foregoing such methods will continue to apply.

ARTICLE VI - JOB SECURITY

As soon as may be mutually agreed by all unions concerned, there shall be established a joint committee of eight members drawn from the Executive Officers of the Unions and a like number from the Railways signatory to the Job Security Agreement dated November 16th, 1964, which shall study the existing Job Security Plan in conjunction with existing and proposed Government programs and make recommendations to their respective principals upon the need for expansion of the purposes for which payments shall be made out of the existing Job Security Funds; upon the need for any increase in the existing weekly benefit of $12.00; for any change in the period of qualification and any reduction in the present 30 day waiting period. Such recommendations shall be made not later than six months following the date of commencement of the study and if, within 60 days thereafter, agreement between the principals has not been reached, either party may refer the matter to a referee for final and binding determination. If the parties fail to agree on the naming of a referee the Minister of Labour shall be requested to do so. The expenses of such referee shall be borne equally by the parties.

ARTICLE VII - TECHNOLOGICAL, OPERATIONAL AND ORGANIZATIONAL CHANGES

1. It is agreed between the parties that on the introduction by the Company of technological, operational and/or organizational changes the following provisions will apply:

(a) the Company will not put into effect any such change which is likely to be of a permanent nature and which may effect a material change in working conditions with adverse effects on employees covered by this agreement without giving as much advance notice as

possible of any such proposed change to the unions concerned and, in any event, not less than 90 days if a relocation of employees is involved and 60 days' notice in other cases, with a full description thereof and with appropriate details as to the consequent changes in working conditions and the number of employees who would be adversely affected;

(b) that it will negotiate with the Unions measures to minimize the adverse effects of the proposed change on employees, which measures may, for example, be with respect to severance, loss of wages, expenses of moving and travelling of employees required to relocate, retraining and the merging of seniority lists within organizations and/or such other measures as may be appropriate in the circumstances.

2. If the negotiations do not result in mutual agreement within thirty calendar days of the commencement of such negotiations, or such other period as may be agreed upon between the parties, the matter shall be referred immediately for mediation to a Board of Review, on which each of the parties will be equally represented by senior officers.

3. The Board of Review shall, within a fixed period to be determined by it, make its findings and recommendations. If such recommendations are not acceptable to either party, the matters remaining in dispute shall be referred immediately for decision to a referee selected by the parties, or, failing that, appointed by the Minister of Labour. The matters to be decided by the Referee shall not include any question as to the right of the Company to make the change, which right the Unions acknowledge, but shall be confined to measures for minimizing

the adverse effects of the change; and if there is also a dispute with respect thereto, to the question as to whether such change would materially or permanently affect working conditions.

4. The decision of the Referee shall be final and binding.

5. These provisions do not cover cases where

(a) workers are affected by a recognizable general decline in business activity, such as a recession or by fluctuations in traffic;

(b) the workers affected are casual workers subject to irregular employment because of the nature of the work they perform or seasonal employees outside their normal period of employment;

(c) there is a normal reassignment arising out of the nature of the work in which the employees are engaged.

ARTICLE VIII - PAY EVERY TWO WEEKS

The unions will co-operate fully with the Railway so that the Railway can, with such co-operation from all unions concerned, establish the pay period for all employees on the basis of every two weeks by January 1, 1968.

ARTICLE IX - NEGOTIATIONS DURING THE TERM OF THE CURRENT COLLECTIVE AGREEMENTS

The parties to each collective agreement specified in Appendix "A" to this agreement confirm the desirability of settling by mutual agreement, during the term of this agreement, any matter that is a source of dissatisfaction to either party, the settlement of which requires a change in such collective agreement, and agree to take every reasonable means to resolve any such matter during the term of this agreement.

If any such matter or matters cannot be settled by mutual agreement during the term of this agreement, such matter or matters may be progressed during the next open period of the collective agreement in accordance with the following conditions:

The issues that any individual union may desire to raise during the next open period of any collective agreement in association with other unions in concerted negotiations can be segregated into the following categories:

1. Common demands advanced by all unions entering into concerted negotiations. Examples: wages, vacations, general holidays, health and welfare etc.
2. A demand submitted by an individual union which is not and could not be of common interest to all the other unions engaging in concerted negotiations. Examples: A specific pay differential for an employee performing a specific type of work; a specific change in individual seniority rules etc.
3. A demand submitted by an individual union which, by its nature, is of common interest to all unions and, therefore, could have been made a part of the common demands referred to in Item 1.

Any individual union that desires during the next open period of the collective agreement to enter into concerted negotiations with one or more other unions shall, in addition to the common demands specified in Item 1, be entitled to include in such concerted negotiations, and subsequent Board of Conciliation proceedings, if necessary, any individual demand or demands that can properly be classified under Item 2. This entitlement shall also apply to any individual railway.

If, during the term of this agreement, an individual union has raised an issue or issues coming within the scope of Item 3 above, and such union desires during the next open period to be associated with other unions in concerted negotiations and subsequent Board of Conciliation proceedings, if necessary, then such union will be required to withdraw the Item 3 issue. If, however, a union wishes to progress a

matter coming within the scope of Item 3 above, such union must dissociate itself from the other unions that may be negotiating in concert and negotiate independently with such railway in respect of all of its demands.

ARTICLE X - DEDUCTION OF DUES

Effective January 1, 1967, deductions for union dues shall commence on the payroll for the last pay period of the calendar month following completion of thirty calendar days after date of first service in a position subject to a collective agreement between parties signatory to this Agreement, provided that in the case of employees coming under agreements with the Brotherhood of Maintenance of Way Employees the deduction shall commence on the payroll for the last pay period of the calendar month following date on which the employee becomes subject to the provisions of the governing agreement; but in no case shall deductions commence earlier than the payroll for the last pay period of the calendar month following completion of thirty calendar days after date of first service.

ARTICLE XI - COVERAGE

Employees who were in the service of the Railways signatory hereto on January 1, 1967, or who were employed subsequent thereto, shall, providing they have not been dismissed from the service or left the service of their own accord prior to March 14th, 1967, be entitled to any amount of increased compensation that may be due them under the terms of this Agreement for the time worked subsequent to December 31st, 1966.

ARTICLE XII - GENERAL

1. This agreement is in full settlement of all requests served upon the railways in November, 1965.

2. Each agreement referred to in the Preamble hereto, as revised to conform with this Master Agreement shall remain in effect until December 31st, 1968, and thereafter subject to sixty days' notice in writing from either party to the

agreement of its desire to revise, amend or terminate it. Such notice may be served at any time subsequent to October 31st, 1968.

Signed at Montreal, Quebec, this 14th day of March, 1967.

FOR THE RAILWAYS:

for Vice-President, Personnel
and Labour Relations,
Canadian National Railways.

for Vice-President, Personnel,
Canadian Pacific Railway Company.

For Vice-President & General Manager,
Toronto, Hamilton and Buffalo
Railway.

For General Manager,
Ontario Northland Railway.

For Vice-President, Rail Operations,
Algoma Central Railway.

For Vice-President,
The Midland Railway Company of
Manitoba.

For General Manager,
The Cumberland Railway Company.

FOR THE EMPLOYEES:

Chairman,
Negotiating Committee,
Associated Non-Operating Unions.

Associate Chairman,
Negotiating Committee,
Associated Non-Operating Unions.

Vice-Grand President,
Brotherhood of Railway & Steamship
Clerks, Freight Handlers,
Express and Station Employees.

Vice-President,
Transportation - Communication
Employees Union.

Vice-President,
International Brotherhood of
Firemen and Oilers, Power Plant
Operators, Helpers, Roundhouse
and Railway Shop Employees.

Grand Lodge Representative,
Brotherhood of Railroad
Signalmen.

Vice-President,
The Commercial
Telegraphers' Union.

Vice-President,
Brotherhood of Maintenance of
Way Employees.

International Field Representative,
Brotherhood of Sleeping Car Porters,
Train, Chair Car, Coach Porters and
Attendants.

APPENDIX "A"

To Master Agreement dated March 14,1967.

Collective Agreements opened for revision by notice served on the Railways by the Unions on or about November 15th, 1965.

ORGANIZATION	CLASSIFICATION OF EMPLOYEES	LOCATION
THE RAILWAY ASSOCIATION OF CANADA		
Brotherhood of Maintenance of Way Employees	Employees in Track and B and B Departments Wage Agreement No. 14	Canadian National Railways Canadian Pacific Railway Company Dominion Atlantic Railway Esquimalt and Nanaimo Railway Northern Alberta Railways Quebec Central Railway Ontario Northland Railway
	Extra Gang Labourers Wage Agreement No. 13	Canadian National Railways Canadian Pacific Railway Company Dominion Atlantic Railway Esquimalt and Nanaimo Railway Northern Alberta Railways Quebec Central Railway Ontario Northland Railway
CANADIAN NATIONAL RAILWAYS		
Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees	Clerks and Other Classes of Employees	Newfoundland Area
	Road Service Employees - Sleeping and Dining Car Department	Newfoundland Area
	Wharf Freight Handlers	Montreal, Que.

ORGANIZATION	CLASSIFICATION OF EMPLOYEES	LOCATION
Transportation - Communication Employees Union	Train Dispatchers, Traffic Supervisors, Train Controllers, Train Movement Directors, Assistant Train Movement Directors, Agents, Assistant Agents, Agent - Operators, Operators, Operator Clerks, Teleprinter Operators, Operator - Levermen, Towermen	Atlantic, St. Lawrence and Great Lakes Regions.
	Train Dispatchers, Agents, Assistant Agents, Agent - Operators, Operators, Operator Clerks, Teleprinter Operators, Operator - Levermen, Towermen - Levermen	Prairie and Mountain Regions
	Block Operators - Switchtenders	Winnipeg Terminals, Portage La Prairie
	Cooks (Atlantic, St. Lawrence and Great Lakes Regions), Groundmen, Climbers, Crew Linemen (N.C.S. District), Cable Splicers, Helpers, Sub-Foremen, Digging and Setting Machine and Compressor Operators, Linemen, Leading Linemen and Foremen	Telecommunications Department
The Commercial Telegraphers' Union	Chief Operators, Operators, Technicians, Clerks and other classes of Employees in the Telecommunications Department	Canadian Lines
Brotherhood of Maintenance of Way Employees	Steel Bridge Workers (Regional Gangs)	Atlantic, Prairie and Mountain Regions
	Maintenance of Way Employees in Frog Reclamation Shops, Rail Reclamation Shop, Line Welding Gangs.	Prairie and Mountain Regions
	Welding Employees in Track Dept.	Atlantic, St. Lawrence and Great Lakes Regions
	Welding Employees	Atlantic, St. Lawrence and Great Lakes Regions
	Steel Bridge Gangs and Danforth Bridge Shop Employees	Great Lakes Region
	Operators and Helpers of Power Machines in Maintenance of Way Service.	Prairie and Mountain Regions
	Work Equipment Employees	Atlantic, St. Lawrence and Great Lakes Regions

ORGANIZATION	CLASSIFICATION OF EMPLOYEES	LOCATION
Brotherhood of Maintenance of Way Employees	Employees of Work Equipment Repair Shops and on Line	Prairie and Mountain Regions
	Diving Gangs (Regional Gangs)	Atlantic Region
	Grain Door Repairmen - Lakehead Terminal	Fort William, Ont.
	Regional Masonry Repair Gangs	Atlantic, St. Lawrence and Great Lakes Regions
	Cooks and Cookees	Atlantic, St. Lawrence and Great Lakes Regions
Brotherhood of Railroad Signalmen	Signal Foremen, Signal Maintainers, Signal Mechanics, Apprentices and Helpers	Canadian Lines

CANADIAN PACIFIC RAILWAY COMPANY

Brotherhood of Maintenance of Way Employees	Rail Reclamation Plant, Saw and Bender, Engineers, Drillers, Marker Checker, etc.	Winnipeg, Man.
	Operators, Power Machines	Lines in Canada
	Employees, Outremont Rail Yard and Frog Shop Employees	Outremont, Quebec.
	Employees, Work Equipment Repair Shops	Montreal and Toronto
	Employees, Work Equipment Repair Shops	Winnipeg, Manitoba and Moose Jaw, Sask.
	Employees, Work Equipment Repair Shops	Coquitlam, B. C. and Calgary, Alberta.
Brotherhood of Sleeping Car Porters, Train, Chair Car, Coach Porters and Attendants	Sleeping and Parlor Car Porters, including Porters-in-charge and Coach Porters	System
International Brotherhood of Firemen, Oilers, Power Plant Operators, Helpers, Roundhouse and Railway Shop Employees	Stationary Firemen, Oilers, Engine Attendants and Shop Labourers	Lines in Canada
	Engine Watchmen	Prairie and Pacific Regions.

ORGANIZATION	CLASSIFICATION OF EMPLOYEES	LOCATION
Transportation - Communication Employees Union	Train Dispatchers, Traffic Supervisors, Agents, Agent-Operators, Operators, Train Directors and Levermen.	Lines in Canada
	Linemen, Foremen, Climbers Groundmen, etc., Telecommunications Department	Lines in Canada
Brotherhood of Railroad Signalmen	Signal Foremen, Signal Maintainers, Helpers and Fitters	Prairie and Pacific Regions
	Signal Foremen, Signal Maintainers, Helpers and Signal Gang Employees	Eastern and Atlantic Regions, Lines in Canada
	Signal Shop Employees	Westmount, P. Q.
The Commercial Telegraphers' Union	Wire Chiefs, T. & R. Chiefs, Micro-Wave Attendants, Radio Technicians, Morse Traffic Chiefs, Asst. Morse Traffic Chiefs, Automatic Supervisors, Asst. Automatic Supervisors, Printer Traffic Chiefs, Asst. Printer Traffic Chiefs, Equipment Mechanics, Foremen Installers, Installers, Installers' Helpers, Teleprinter Operators, Telephone Employees, Telegraphers, Agents, Clerks, Telegraph Offices, Automobile Messengers	System
Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees	General Agreement, Freight Shed & Freight Office Staffs, Yard Office Staffs, Locomotive & Car Foremen's Clerks, Stores Staffs, Sleeping, Dining and Parlour Car, Dining Car Linen & News Storeroom Staffs, Assistant Agents and such other staffs as enumerated in schedule, excluding West Saint John Elevator Clerical Staff.	Lines in Canada
	Clerks, General Office, Stores Department	Angus Shops Montreal
	Clerks, Works Manager's Office	Angus Shops Montreal
	Clerks, Sub-Data Centre	Angus Shops Montreal
	Clerks, Data Centre	Montreal, Que.
	Clerks, Office of Auditor of Freight Revenues	Montreal, Que.
	Clerks, Office of Auditor of Passenger and Station Accounts	Montreal, Que.
	Clerks, Bureau of Safety, Loss and Damage Prevention	Montreal, Que.

ORGANIZATION	CLASSIFICATION OF EMPLOYEES	LOCATION
Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees	Clerks, Superintendent's Office	Farnham, Que.
	Red Caps	Windsor St. Stn., Montreal West Stn., Westmount Stn., Park Avenue Stn., Montreal; Palais Stn., Quebec City; and Three Rivers, Que.
	Freight Handlers	Montreal Wharf
	Truckers	Saint Andrew, N. B.
	Checkers and Truckers	Acadia Wharf, Saint John, N. B.
	Sub-Foremen and Checkers	West St. John, N. B.
	Freight Handlers	West St. John, N. B.
	Clerks, Checkers and Truckers	Digby Wharf, N. S.
	Clerks, Data Centre	Toronto, Ont.
	Freight Handlers	Port McNicoll, Ont.
	Coal Handlers	Little Current, Ont.
	Clerks, Data Centre	Winnipeg, Man.
	Regional Accounting Office, Merchandise Services	Winnipeg, Man.
	Red Cap Porters	Winnipeg, Man., Regina, Sask. and Calgary, Alta.
	Clerks, Works Manager's Offices	Weston Shops, Winnipeg and Ogden Shops, Calgary
	Clerks, Superintendent's Office	Brandon, Man.
	Clerks, Superintendent's Office.	Regina, Sask.
	Clerks, Superintendent's Office	Saskatoon, Sask.
	Clerks, Superintendent's Office	Medicine Hat, Alta.
	Clerks, Superintendent's Office	Revelstoke, B. C.
	Clerks, Superintendent's Office	Nelson, B. C.
	Clerks, Data Centre	Vancouver, B. C.
	Red Cap Porters	Vancouver, B. C.

ORGANIZATION	CLASSIFICATION OF EMPLOYEES	LOCATION
Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees	Freight Shed and Office Baggageroom and Stores Employees of the B. C. Coast Steamship Service	Victoria and Nanaimo Wharves, and Vancouver Wharf Ticket Office, B. C.
	Shipyard Employees	Okanagan Landing, B.C.
	Merchandise Services Dept.	Pacific and Prairie Regions
	Regional Accounting Office, Merchandise Services.	Vancouver, B. C.
QUEBEC CENTRAL RAILWAY COMPANY		
International Brotherhood of Firemen and Oilers, Power Plant Operators, Helpers, Roundhouse and Railway Shop Employees	Stationary Firemen, Oilers and Shop Labourers	System
Transportation - Communication Employees Union	Dispatchers, Telegraphers and Assistant Agents	System
DOMINION ATLANTIC RAILWAY COMPANY		
International Brotherhood of Firemen and Oilers, Power Plant Operators, Helpers, Roundhouse and Railway Shop Employees	Stationary Firemen, Oilers and Shop Labourers	System
Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees	Freight & Yard Office Clerks, Freight Shed and Baggageroom Employees	System
	Waterfront Freight Handlers	Halifax, N. S.
Transportation - Communication Employees Union	Dispatchers, Telegraphers and Assistant Agents	System
Brotherhood of Railroad Signalmen	Signal Maintainers, Helpers and Gang Employees	System
ESQUIMALT AND NANAIMO RAILWAY		
Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees	Freight Office Clerks, Freight Shed Employees, Janitor, Storemen and Clerk Mechanical	Victoria, B. C.
Transportation - Communication Employees Union	Dispatchers, Telegraphers and Assistant Agents	System

ORGANIZATION	CLASSIFICATION OF EMPLOYEES	LOCATION
GRAND RIVER RAILWAY COMPANY, LAKE ERIE AND NORTHERN RAILWAY COMPANY		
Brotherhood of Maintenance of Way Employees	Employees in Track and B. and B. Departments	System
Transportation - Communication Employees Union	Dispatchers, Operators, Clerks and Shedmen	System
CANADIAN PACIFIC EXPRESS COMPANY		
Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees	Clerks, Warehousemen, Messengers, Helpers and Vehicle Men	System
	Cartage & Garage Employees	System
NORTHERN ALBERTA RAILWAYS COMPANY		
Brotherhood of Maintenance of Way Employees	Line Rail Welding Gangs	System
	Power Machine Operators	System
Transportation - Communication Employees Union	Agents, Asst. Agents, Operators Dispatchers, Linemen, Telecommunications Employees, Express Messengers and Helpers, and Cashier and Clerk in Express Department at Dawson Creek, B. C.	System
Brotherhood of Railroad Signalmen	Signal Maintainers	System
TORONTO TERMINALS RAILWAY COMPANY		
Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees	Red Caps	Toronto Union Station
Transportation - Communication Employees Union	Train Directors, Levermen, and Telegraphers	Toronto
Brotherhood of Railroad Signalmen	Signal Maintainers and Helpers	Toronto

ORGANIZATION	CLASSIFICATION OF EMPLOYEES	LOCATION
TORONTO, HAMILTON AND BUFFALO RAILWAY		
Brotherhood of Maintenance of Way Employees	Employees in Track and B. and B. Departments	System
Brotherhood of Railroad Signalmen	Signal Maintainers and Helpers	System
Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees	Freight Office, Freight Shed and Yard Office Staffs and such other staffs at certain locations as enumerated in the schedule	System
Transportation - Communication Employees Union	Agent-Operators, Operators and Assistant Agents	System
ONTARIO NORTHLAND RAILWAY		
International Brotherhood of Firemen and Oilers, Power Plant Operators, Helpers, Roundhouse and Railway Shop Employees	Stationary Firemen, Oilers and Shop Labourers	System
Brotherhood of Railroad Signalmen	Signal Foremen, Signal Maintainers and Helpers	System
Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees	Clerks, General Offices	North Bay, Englehart, Cochrane and Timmins, Ont.
Transportation - Communication Employees Union	Agents, Operators, Dispatchers and Linemen	System
	Communications Department Employees, Long Distance Telephone Operators and Testing and Regulating Employees	System
ALGOMA CENTRAL RAILWAY		
Transportation - Communication Employees Union	Train Dispatchers, Station Agents and Staff, Telegraph Operators and Linemen	System
Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees	General Office, Yard Office, Freight Office and Freight Shed Employees	Sault Ste. Marie, Steelton, Ont.
Brotherhood of Maintenance of Way Employees	Employees in Track and B.& B. Department	System

ORGANIZATION	CLASSIFICATION OF EMPLOYEES	LOCATION
International Brotherhood of Firemen and Oilers, Power Plant Operators, Helpers, Roundhouse and Railway Shop Employees	Staffs employed at	Sault Ste. Marie and Michipicoten Coal Docks, Ont.
THE MIDLAND RAILWAY COMPANY OF MANITOBA		
Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees	Freight Office, Freight Shed Staffs and Yard Office Clerical	Lines in Canada
Brotherhood of Maintenance of Way Employees	Section Forces	Lines in Canada
THE CUMBERLAND RAILWAY COMPANY		
Transportation - Communication Employees Union	Train Dispatchers and Telegraphers	System

AGREEMENT BETWEEN

THE PENNSYLVANIA RAILROAD COMPANY

AND

THE BROTHERHOOD OF SLEEPING CAR PORTERS

REPRESENTING

SLEEPING CAR PORTERS

AND

SLEEPER-LOUNGE ATTENDANTS

MADE THIS 11th DAY OF AUGUST, 1967

IT IS AGREED:

Article I. The following rules shall be effective August 1, 1967:

Rule No. 1 - Scope

These rules shall constitute an Agreement between The Pennsylvania Railroad Company and employes of the said Company in the classifications of Sleeping Car Porter and Sleeper-Lounge Attendant, represented by the Brotherhood of Sleeping Car Porters.

Rule No. 2 (a) - Monthly Rates of Pay

The following rates of pay shall be applied on the basis of service performed within a classification covered by this Agreement:

Basic Rate (Effective August 1, 1967)	
**Sleeping Car Porter	$454.45
**Sleeper-Lounge Attendant	$467.23

**Includes pay for eight (8) holidays.

These rates are established by the Pennsylvania Railroad Company without prior agreement of the Brotherhood of Sleeping Car Porters.

Sleeping Car Porters and Sleeper-Lounge Attendants employed on August 1, 1967, pursuant to the terms of Section I of the Randolph-Wolfe Agreement, will be compensated in accordance with the terms of that Agreement.

(b) Hourly Rates of Pay - The straight time hourly rate shall be determined by dividing the monthly rate by 174, rate to be extended to the nearest tenth of a cent.

(c) Overtime - Time worked in excess of one hundred seventy four (174) hours, within a calendar month, shall be paid for as overtime at pro rata hourly rates up to and including one hundred eighty four (184) hours. Time worked in excess of one hundred and eighty four (184) hours shall be paid for at the rate of time and one-half. Time paid for under Rules Nos. 8, 9, 10, 11, 12, 13 and 32 but not actually worked shall not be considered as time worked in the application of this rule.

Rule No. 3 - Pro Rating Hours

The scheduled hours for each cycle made by a regularly assigned employe will be apportioned equally between the calendar days in such cycle and so credited. This shall also apply when the cycle of the last trip in a calendar month extends into the following calendar month.

Example:

An employe is regularly assigned in a seven (7) day cycle, the last three being layover days at the home terminal. He begins the last trip on July 28th and is released on return to the home terminal July 31st. of the 49 hours earned on this trip, 28 are credited in July and 21 in August.

Rule No. 4 - Basic Month

(a) One hundred and seventy four (174) hours work within the calendar month, shall constitute a basic month's service.

(b) When a regularly assigned employe lays off during a calendar month due to sickness, disability, for personal reasons, or is held out of service for disciplinary or medical reasons, he will be paid for 174 hours less five hours and forty eight minutes (5'48") for each scheduled working day onwhich he performs no service and for each of the scheduled layover days immediately following a scheduled working day on which he performs no service, or less the number of scheduled hours for the trip or trips missed whichever is the greater. In no event shall a regularly assigned employe be paid for less than the number of hours actually earned.

(c) Extra employes will be paid for the number of hours actually worked at 1/174th of the appropriate monthly rate shown in Rule No. 2.

Rule No. 5 - Time on Duty

(a) Time on duty each trip will be computed on a continuous basis from time employes are required to report for duty and so report until actually released from duty. There shall be no release from duty unless there is a period of more than three (3) hours between arriving time of the

inbound train and scheduled departure of the succeeding train in the run, and unless there is a period of more than one (1) hour between arriving time of the inbound train and the scheduled reporting time of the employe for the succeeding train in the run.

(b) Employes who are required by Management to remain on duty at stations beyond the release time as shown in the working schedule will be paid on a minute basis for actual time held continuous with service performed on the road trip.

(c) Time spent attending safety or service meeting shall not be considered as time worked.

Rule No. 6 - Deadheading or Relief Periods

(a) Deadheading, when properly authorized, will be paid the same as time on duty, except that where sleeping accommodations are provided, no payment will be made for deadheading performed between 10:00 P.M. and 6:00 A.M.

(b) Time spent in deadheading in the exercise of seniority shall not be paid for.

(c) Where the requirements of the service will permit employes shall be released from duty for sleep for three (3) hours on overnight runs of twelve (12) hours or less elapsed time, and four (4) hours each night on runs of over twelve (12) hours elapsed time. Sleep periods shall be granted between the hours of 9:30 P.M. and 6:30 A.M., and for regular assignments shall be designated in the operating schedules. During each sleep period the employe shall be provided with a suitable place for sleeping, such as a suitable porter's berth, an upper berth or a berth in a dormitory car.

Exceptions:

(1) Deductions of time released for sleep in an overnight trip shall not be made to an extent which will reduce credited hours to less than five hours and forty-eight minutes (5'48") for the trip.

Q-1. What is meant by an overnight trip?

A-1. Any operation, the elapsed time of which is less than fourteen (14) hours, where the reporting and release time embrace the hours of 12 midnight to 6 A.M.

(2) It is understood the requirements of the service may not always permit granting sleep periods to the extent provided in this Rule, and where the scheduled period of sleep is not obtainable, the deductible hours shall be reduced by the difference between the scheduled sleep period and the time actually released for sleep. Any loss of scheduled sleep shall be verified and explained by the train conductor or supervisor. No deduction shall apply to any release for sleep of less than two (2) consecutive hours. Any of the scheduled sleep periods not obtained shall be paid for at the hourly rate in addition to all other earnings for the month and shall be credited and paid for in the payroll period in which the loss of sleep occurred.

(d) No payment will be made to employes while they are on relief periods between 9:30 P.M. and 6:30 A.M., where sleeping accommodations are provided.

Rule No. 7 - Temporarily Assigned to Higher Rated Positions

Regular employes assigned temporarily to higher rated positions will receive the higher rates while occupying such positions; regular employes assigned temporarily to lower rated positions will not have their rates reduced.

Rule No. 8 - Station Duty

(a) Station duty is any work performed by an employe, other than that required of an employe assigned in road service, and it may include assisting other employes in preparatory work, such as receiving passengers, etc.

(b) An extra employe notified or called to perform station duty, other than that necessary to a road trip to which he has been or is assigned, and who reports, shall be paid a minimum of four (4) hours compensation for four (4) hours work or less; time worked in excess of four (4) hours will be computed on the actual minute basis.

(c) A regularly assigned employe notified or called to perform station duty on other than his regular assignment and who reports for duty will be allowed a minimum of five hours and forty-eight minutes (5'48")

compensation for five hours and forty-eight minutes (5'48") work or less; time worked in excess of five hours and forty-eight minutes (5'48") will be computed on the actual minute basis.

(d) An extra employe assigned to station duty shall be given preference for any vacancy on a road assignment which is filled at the station during his tour of duty. If not used in road service on that calendar day before his release from duty, he shall be permitted to mark up on the extra list for the next calendar day in the same relative position with respect to other extra employes as he had at the time he was assigned to station duty.

(e) When an employe performing station duty receives an assignment in road service which has a reporting time earlier than the expiration of four (4) hours station duty, there shall be no overlapping time payments. Time on duty shall run continuous from one assignment to the other.

Rule No. 9 - Called And Not Used

(a) An extra employe who is notified or called to perform service and who so reports but is not used, unless notified not to report before leaving home, will be allowed a minimum of four (4) hours compensation and will be permitted to retain his relative position on the extra list.

(b) A regularly assigned employe notified or called to perform service not covered by his regular line and who so reports but is not used will be allowed a minimum of four (4) hours compensation, unless notified not to report before leaving home.

Rule No. 10 - Witness Service

(a) Regularly assigned employes released from duty to attend court or inquest by direction of an officer of the company will be paid actual time lost from duty and necessary expenses when away from home. On days when no time is lost Sleeping Car Porters and Sleeper-Lounge Attendants will be paid five hours and forty eight minutes (5'48") at the rate of their regular assignments.

(b) Extra employes who are required to attend court or inquest by direction of an officer of the Company, will be allowed five hours and forty eight minutes (5'48") at the rate provided for the service in which last engaged, and necessary expenses when away from home.

(c) No allowance will be made for deadheading necessary to attend court or inquest.

(d) Witness fees and mileage shall be remitted to the Company.

Rule No. 11 - Attending Investigation or Trial

(a) Regular employes required by direction of an officer of the Company to report for investigation or trial immediately after having finished, or just prior to reporting for work, will be allowed continuous time at their regular rate for the time spent in attending the investigation or trial, unless they are found guilty of the offense involved.

(b) Regular employes required by direction of an officer of the Company to attend investigation or trial at other than the times set forth in paragraph (a) of this Rule (No.11), except when already under pay, shall be compensated for the actual time spent in attending the investigation or trial with a minimum of four (4) hours at their regular rate, unless they are found guilty of the offense involved.

(c) Extra employes required by direction of an officer of the Company to attend investigation or trial, will be compensated in accordance with paragraphs (a) or (b) at the rate provided for the service in which last engaged, unless they are found guilty of the offense involved.

(d) This Rule (No. 11) also applies to employes required by direction of an officer of the Company to attend investigation or trial as witnesses for the Company.

Rule No. 12 - Employes Held At Away From Home Points

(a) Extra employes held at away-from-home terminal, set-out or turn around point and not used out in live service the same calendar day, will be paid or permitted to earn not less than five hours and forty-eight minutes (5'48") for each calendar day so held. Extra employes will be paid or permitted to earn not less than four (4) hours on the calendar day such employes leave from the home terminal and similarly on the calendar day such employes arrive at the home terminal. The term "extra employes" as used in this Rule (No. 12) shall include extra employes filling vacancies in regular assignments.

(b) A regular employe held at an away-from-home point, who performs no service or receives no compensation under the Rules of this Agreement during any one calendar day, will be allowed a maximum of five hours and forty-eight minutes (5'48") pay at the pro rata rate for each calendar day so held. Payments under this Rule (No. 12) shall be applied to the guaranteed amounts provided for under Rule 4. Examples are shown as follow:

Example 1.

On a given calendar day an employe arrives at an away-from-home point and is released from duty at 11:00 P.M. He performs no further service and is entitled to no further compensation until he is again required to report for duty at 11:00 P.M. the following calendar day. Inasmuch as this employe received compensation under the Agreement on each of the calendar days, namely, the day he arrived at the away-from-home point and the day he departed from the away-from-home point he is not entitled to receive the five hours and forty-eight minutes (5'48") herein provided.

Example 2.

On a given calendar day an employe arrives at an away-from-home point and is released from duty at 11:00 P.M. He is held at such point without having accrued any earnings under the Agreement until the second

following day, at which time he is placed under pay and departs from the away-from-home point. Inasmuch as this employe was held at the away-from-home point for a complete calendar day and since no earnings accrued under the Agreement for the time so held, he is entitled to receive the total of five hours and forty-eight minutes (5'48") herein provided.

Rule No. 13 - Layover In Regular Assignments

(a) A regularly assigned employe shall be granted at least four (4) calendar day off-duty periods per month at his designated home terminal.

(b) In the event a regularly assigned employe is not granted four (4) calendar day off-duty periods per month at his designated home terminal, as provided for in paragraph (a) of this Rule (No. 13), he shall be paid 1/30th of the monthly rate of pay applicable to the position to which he is regularly assigned in addition to other earnings for each of the said four (4) off-duty periods not granted him.

Rule No. 14 - Temporary Discontinuance of a Regular Assignment

(a) When a regularly assigned employe's position is temporarily discontinued or interrupted at the home terminal and such regularly assigned employes's position is not abolished, he may be eligible for extra work. In order to be considered eligible for extra work, such an employe must be present between 10:00 A.M. and 2:00 P.M. (local time) at the calling place designated by him and personally accept a telephone call for extra work. The names of employes covered by this paragraph (a) of this Rule (No. 14) shall be marked up at the head of the extra list in seniority order. In the event such an employe is not given extra work on that day he shall be compensated in accordance with the provisions of Rule No. 9. In the application of this paragraph (a) of this Rule (No. 14) a position shall be considered as having been abolished and the regularly assigned employe shall be considered as having been notified that his position has been abolished when a notice to that effect shall have been posted on the bulletin board at the home terminal of the employe affected.

(b) When a regularly assigned employe's position is temporarily discontinued or interrupted at a point other than his home terminal, causing such regularly assigned employe to miss his regular assignment, he will be paid or permitted to earn four (4) hours pay for each calendar day held.

(c) The use of regularly assigned employes to perform extra service under paragraphs (a) and (b) of this Rule (No. 14) shall not be considered a violation of Rule 37 or of any other provisions of this Agreement.

Rule No. 15 - Shortage in Pay

Where there is a shortage equal to eight (8) hours or more in the pay of an employe, a pay order will be issued on request to cover such shortage.

Rule No. 16 - Seniority, Fitness and Ability

(a) Assignment to a regular position covered by this Agreement by bulletin or displacement shall be made on the basis of seniority, fitness and ability; fitness and ability being sufficient, seniority shall govern.

(b) Time lost as the result of the exercise of seniority shall not be paid for.

(c) When the senior employe is not assigned and feels that he has been unjustly treated, he may appeal his case to the Operations Manager, Dining Car Service, as provided in Rule No. 35. If he does not desire to appeal he may, within five (5) days following the date of notice assigning the position to a junior employe or five (5) days following the date he was denied the right to displace a junior employe, as the case may be, request that he be given a course of training, without expense to the Company. Such a request shall constitute a waiver of the employe's right to appeal under Rule No. 35. If, within thirty (30) days following the date on which his course of training commenced he demonstrates to the satisfaction of the Operations Manager, Dining Car Service, that he is qualified, he shall be assigned to the position in question, and the junior employe thus displaced shall be permitted to exercise his seniority in accordance with Rule No. 22.

Rule No. 17 - Bulletining of Runs

(a) New positions, seasonal positions and vacancies, known to be of more than thirty (30) days duration, shall be bulletined for a period of seven (7) days. Positions and vacancies, not known to be of more than thirty (30) days duration, shall be bulletined for a period of seven (7) days upon the expiration of thirty (30) days from the date they occur.

(b) An employe desiring to bid for bulletined positions shall file his bid, in writing, with the designated officer within the time limit specified in the bulletin and shall specify in his bid his first choice, second choice, etc.

(c) After a position has been bulletined for a period of seven (7) days it shall be assigned to the senior bidder, fitness and ability being sufficient. Notice of the assignment of the position shall be posted within seven (7) days following the expiration of the bulletin.

(d) The successful bidder for a bulletined position must vacate his former position before starting any trip out of his home terminal following the posting of the notice of the assignment and he shall be required to pick up the position awarded to him on the first trip of the position from his home terminal subsequent to the time he vacates his former position. When all the positions in the line are bulletined at the same time, the choice of preferred layover days shall be given to employes in the order of their seniority, provided such choice is specified on the employe's bid.

(e) When a position or vacancy has been bulletined and no bids are received from qualified employes having seniority in the classification, it shall be assigned to the junior extra employe who has sufficient fitness and ability therefor and who has completed his probationary period as prescribed in Rule No. 30.

(f) An employe returning to duty after having been absent on account of sickness, disability, suspension, or leave of absence during the entire period a position was bulletined, shall be permitted to exercise his seniority on the position, fitness and ability being sufficient, provided he exercises such right before he returns to his former position. If, during the period he was absent from duty for any of the reasons enumerated in this rule, his former position was bulletined in accordance with the provisions of paragraph (a) of this Rule (No. 17) or his former position was abolished, he shall be permitted to exercise his seniority, fitness and ability being sufficient, to any position held by a junior employe.

Rule No. 18 - Rebulletining Changed Runs

(a) A change in the home terminal of a position, a change of more than 10% in the scheduled layover time at the home terminal, a change in scheduled departure or arrival time of a train from or at the home terminal of one hour or more (except when such change is necessitated by change from or to daylight saving time), shall constitute a changed position which shall be bulletined in accordance with paragraph (a) of Rule No. 17.

(b) An employe who is occupying a regular position which is rebulletined in accordance with paragraph (a) of this Rule (No. 18) may exercise seniority under Rule No. 22 or may remain on the position until it is picked up by the successful bidder. An employe who is occupying such a position while it is being rebulletined may bid for the position. If he does not bid it in and he is not awarded any other position as the result of that bulletin, he shall leave the position when it is picked up by the successful bidder, and he shall be allowed ten (10) days in which to exercise his seniority and he may select any position held by a junior employe except a position in the line in which he had been working.

Rule No. 19 - Release From Regular Assignments

(a) A regularly assigned employe may be released from his regular position for good and sufficient reasons provided he makes a written request to the Operations Manager, Dining Car Service, not less than ten (10) days in advance of the date on which he desires to be released from his position. Such written request shall set forth the reasons therefore.

(b) An employe who is released from his regular position in accordance with the provisions of paragraph (a) of this Rule (No. 19) shall not be permitted to displace a junior employe, but shall revert to the extra list and shall be eleigible to bid for any position which is bulletined under the provisions of Rule No. 17, other than the one from which he was released.

(c) When a regularly assigned employe has been released from his position in accordance with the provisions of paragraph (a) of this Rule (No. 19) the position from which he was released shall be bulletined in accordance with Rule No. 17.

Rule No. 20 - Seniority

(a) Sleeping Car Porters and Sleeper-Lounge Attendants previously employed by the Pullman Company shall be placed on the appropriate roster with a seniority date of August 1, 1967 in order of their relative seniority standing on the current Pullman Company rosters immediately prior to that date.

(b) Effective August 2, 1967, seniority shall begin at the time the employe's pay starts on a position covered by this Agreement.

(c) Effective August 2, 1967, when two or more employes start work at the same time on the same day, their names shall appear on the seniority roster in alphabetical order.

(d) An employe who acquires seniority in the Sleeper-Lounge Attendant classification will also acquire seniority in the Sleeping Car Porter classification. The names of such employes and their seniority date will be shown on both rosters.

Rule No. 21 - Seniority Rosters

(a) Separate seniority rosters of each of the following classifications, showing name and seniority date of employes, numbered in chronological order, shall be revised as of January 1st of each year and posted in places accessible to all employes:

1. Sleeping Car Porters
2. Sleeper-Lounge Attendants

A copy of each seniority roster shall be furnished the Chairman of the Local Grievance Committee at the time posted.

An employe will have sixty (60) days from the date his name first appears on the roster to protest, in writing, his seniority date or relative position on the roster, except, where an employe is absent on leave of absence, furlough, or because of sickness at the time the roster is posted, this time limit shall apply from the date such employe returns to duty. If no such protest is taken within the sixty (60) day period, future appeals will not be recognized unless the employe's seniority date or relative standing on the roster is subsequently changed. Note will be placed on each roster fixing the time limit of appeal.

(b) The initial rosters shall be posted as of August 1, 1967. After posting of the initial rosters, no names will be added to subsequent rosters except those of employes acquiring seniority since the posting of the preceding roster.

Rule No. 22 - Displacement Rights of Employes

(a) An employe whose regular position has been abolished, or an employe who has been displaced from his regular position by a senior employe in the exercise of seniority, may, fitness and ability being sufficient, within ten (10) days, exercise seniority to displace a junior employe who is occupying a position covered by this Agreement.

(b) An employe who has the right to exercise seniority to displace a junior employe must notify the Crew Supervisor or other officer

designated by Management, in writing, at least three (3) hours in advance of the scheduled reporting time of the position. Upon receipt of such written notification the junior employe will be notified of his displacement. The senior employe will be permitted to perform service on the run which he has selected on the first outbound trip from the home terminal of such run after notification to the junior employe.

(c) When an employe is absent from duty on account of sickness, disability, leave of absence, suspension, or vacation at the time his position is abolished or he is displaced by a senior employe, the ten (10) days specified in this Rule (No. 22) shall begin on the date such employe presents himself to the Crew Supervisor, or other officer designated by Management, and signifies his intention to displace a junior employe in the manner prescribed in paragraph (b) of this Rule (No. 22)

Rule No. 23 - Permanent Transfer To Another Classification

(a) Where a vacancy occurs on a position in a classification covered by this Agreement and no bids are received from employes having seniority in that classification, all employes subject to the provisions of this Agreement shall be given an opportunity to apply for such position on the basis of seniority, fitness and ability. where fitness and ability are sufficient, seniority shall govern. In the event an employe is denied the right to transfer to a position in another classification covered by this Agreement, he may appeal his case in accordance with the provisions of Rule No. 35.

(b) An employe transferred to and who accepts a position in another classification under the provisions of paragraph (a) of this Rule (No. 23) shall acquire seniority in that classification effective as of the date assigned to such classification and he shall retain and continue to accumulate seniority in the classification from which transferred.

Rule No. 24 - Employes Transferring To Positions In The Dining Car Department

Employes hereafter transferring to positions in the Dining Car Department not covered by this Agreement shall retain and continue to accumulate seniority while working on such position or positions and, upon return to service under this Agreement, may exercise such seniority within ten (10) days in accordance with Rule No. 22.

Rule No. 25 - Employes Promoted To Supervisory Positions

An employe possessing seniority under the provisions of this Agreement who is promoted to a position with the Company, such position not being subject to the application or exercise of seniority under the provisions of any Agreement in the selection of the person to fill such position, shall retain and continue to accumulate seniority and, provided he reports for duty within ten (10) days after release from such position, he may exercise seniority in accordance with the provisions of Rule No. 22.

Rule No. 26 - Reducing and Increasing Forces

(a) In reducing forces seniority shall prevail in determining those to be retained in service. Except as provided in Rule No. 14 (a), notice of abolishment of a regularly established position or positions shall be given not less than five (5) calendar days in advance, except that not less than sixteen (16) hours advance notice of reduction in force or abolishment of a position will be required under emergency conditions, such as, flood, snowstorm, hurricane, earthquake, fire or strike, provided operations are suspended in whole or in part and provided further that because of such emergency the work which would be performed by the incumbents of the positions to be abolished or the work which would be performed by the employes involved in the force reduction no longer exists or cannot be performed.

(b) When force is increased, employes laid off will be returned to service in the order of their seniority.

(c) Employes laid off in reduction of force who desire to retain seniority, must, within ten (10) days from date of notification of furlough, file with the Crew Supervisor, or other officer designated by Management, their names and addresses and keep such officer advised of any change therein. Employes notified by certified United States Mail to report for duty and failing to report within fifteen (15) days from date of notification will forfeit their seniority in all classifications unless a satisfactory explanation is given in writing to the Operations Manager, Dining Car Service.

Rule No. 27 - Employes Serving in Brotherhood Positions

Employes elected or appointed to official positions in the Brotherhood shall retain their seniority rights unimpaired, shall continue to accumulate seniority during the time solely employed in such official position and shall have displacement rights as provided for in Rule No. 22 when returning to road service.

Rule No. 28 - Leave of Absence

When the requirements of the service permit, employes will, upon written request, be granted leave of absence, for a limited time with privileges of renewal, but not to exceed a total of ninety (90) days. An employe on leave of absence who engages in outside employment without written permission of the Operations Manager,Dining Car Service automatically forfeits seniority. Appeals under this Rule (No. 28) shall be taken in the same manner and form and shall be subject to the same conditions as appeals under Rule No. 35.

Rule No. 29 - Uniforms

(a) The Company shall have the right to designate the uniform including cap, tie, shirt, socks and shoes to be worn by Sleeping Car Porters and Sleeper-Lounge Attendants at all times while on duty.

(b) Subject to paragraph (c) of this Rule (No. 29), the Company shall pay one-half of the cost of each cap, coat, trousers (two pair of trousers if desired) and overcoat, and the employe shall pay the remaining cost of the uniform.

(c) The Company shall pay to the manufacturer the entire cost of cap, coat, trousers, and overcoat and collect the employe's share of that cost by payroll deduction or otherwise.

(d) The employe shall keep uniforms pressed and in a clean condition at all times at their own expense.

(e) Each employe may be required to purchase one full uniform each year and may purchase additional articles of uniform by approval of the Operations Manager, Dining Car Service.

Rule No. 30 - Period of Probationary Employment

The application of an employe entering the service shall be approved or rejected within ninety (90) days from the date he first performs service on a position covered by this Agreement. Within the probationary period, the services of an employe may be terminated for any cause. He shall, however, have the right to be apprised of the reason or reasons for the termination of his services and he may be accompanied by his duly designated representative at the time he is so notified. The appeal privileges specified in Rules 34 and 35 shall not apply to an employe whose services are terminated prior to the expiration of his period of probationary employment but he may request an informal hearing with the Operations Manager, Dining Car Service, at which he may be accompanied by his duly designated representative, for the purpose of discussing his case.

Rule No. 31 - Operating Schedules

Schedules of regular lines shall be prescribed by the Management and posted in places accessible to all employes. Copies of each schedule drawn up shall be furnished to the Brotherhood.

Rule No. 32 - Vacations

(a) (1) - Effective with the calendar year 1968, an annual vacation of 6 days with pay, or pay in lieu thereof, will be granted to each employe covered by this Agreement who renders compensated service on not less than 144 days during the preceding calendar year in any capacity with the Pennsylvania Railroad* or if he is paid for a total of 144 days or 835 hours as provided in the employes' working agreement.

(2) Effective with the calendar year 1968, an annual vacation of 12 days with pay, or pay in lieu thereof, will be granted to each employe covered by this Agreement who renders compensated service on not less than 132 days during the preceding calendar year, or if he is paid for a total of 132 days or 765 hours as provided in the employes' working agreement, and who has 3 or more years of continuous service in any capacity with the Pennsylvania Railroad* and who during such period of continuous service renders compensated service on not less than 132 days or 765 hours in each of three years, not necessarily consecutive.

(3) Effective with the calendar year 1968, an annual vacation of 18 days with pay, or pay in lieu thereof, will be granted to each employe covered by this Agreement who renders compensated service on not less than 120 days during the preceding calendar year, or if he is paid for a total of 120 days or 696 hours as provided in the employes' working agreement, and who has 15 or more years of continuous service in any capacity with the Pennsylvania Railroad* and who during such period of continuous service renders compensated service on not less than 120 days or 696 hours (160 days or 1,093 hours in the years 1950-59 inclusive; 160 days or 1,217 hours in 1949, and 160 days or 1,280 hours in each of such years prior to 1949) in each of such years, not necessarily consecutive.

(4) Effective with the calendar year 1968, an annual vacation of 24 days with pay, or pay in lieu thereof, will be granted to each employe

covered by this Agreement who renders compensated service on not less than 120 days during the preceding year, or if he is paid for a total of 120 days or 696 hours as provided in the employes' working agreement, and who has 20 or more years of continuous service in any capacity with the Pennsylvania Railroad* and who during such period of continuous service renders compensated service on not less than 120 days or 696 hours (160 days or 1,093 hours in the years 1950-59 inclusive; 160 days or 1,217 hours in 1949, and 160 days or 1,280 hours in each of such years prior to 1949) in each such years, not necessarily consecutive.

*Employes whose service was transferred from the Pullman Company pursuant to the Randolph-Wolfe Agreement dated December 17, 1963 shall have such service counted towards years of service for vacation under this Rule (No. 32). In the application of this Rule No. 32, only service performed on the Pullman Company prior to August 1, 1967 shall be considered.

(b) Calendar days in each current qualifying year, commencing with the year 1967, (or in the case of employes whose service was transferred from The Pullman Company pursuant to the Randolph-Wolfe Agreement dated December 17, 1963, such date as is applicable under that Agreement) on which an employe renders no service because of his sickness or because of his own injury shall be included in computing days of compensated service and years of continuous service for vacation qualifying purposes on the basis of a maximum of ten (10) such days for an employe with less than three (3) years service; a maximum of twenty (20) such days for an employe with three (3) but less than fifteen (15) years of service; and a maximum of thirty (30) such days for an employe with fifteen (15) or more years of service with the Company.

(c) In instances where employes have performed seven (7) months' service with the Company, or have performed, in a calendar year, service sufficient to qualify them for a vacation in the following calendar year, and subsequently become members of the Armed Forces of the United States, the time spent by such employes in the Armed Forces will be credited as

qualifying service in determining the length of vacations for which they may qualify upon their return to the service of the Company.

(d) Where an employe is dismissed from service and thereafter restored to service during the same calendar year with seniority unimpaired, service performed prior to dismissal and subsequent to reinstatement during that year shall be included in the determination of qualification for vacation during the following year.

(e) If the basic straight time work month for employes covered by this Agreement is reduced below one hundred and seventy-four (174) hours in the Dining Car Department by or because of law or government order pursuant to law, or by a proceeding subsequent hereto under the provisions of the Railway Labor Act, then the number of consecutive days constituting a vacation and pay therfor for employes covered by this Agreement will be correspondingly reduced.

(f) A total of five hours and forty eight minutes (5'48") shall be considered the equivalent of one day in the application of paragraph (a), sections (1), (2), (3) and (4) of this Rule No. 32.

(g) An employe who has qualified for a vacation by rendering compensated service on a position in the Dining Car Department during the preceding calendar year and who has been furloughed from service due to force reduction prior to the date on which he was scheduled to begin his vacation, shall be allowed compensation in lieu of vacation in the calendar month in which his vacation is scheduled.

(h) Vacations may be taken between January 1 and December 31 and due regard consistent with requirement of service shall be given to the desires and preferences of the employes in seniority order when fixing the dates for their vacations. Management and the Brotherhood will cooperate in assigning vacation dates.

(i) Each employe who is entitled to vacation shall take same at time assigned and while it is intended that the vacation date designated will be adhered to so far as practicable, Management shall have the right to change same provided the employe so affected is given as much advance notice as practicable.

(j) If Management finds that it cannot release an employe for a vacation during the calendar year because of the requirements of the service, then such employe shall be paid in lieu of the vacation the allowance provided in paragraph (f) above.

(k) Vacations shall not be accumulated or carried over from one vacation year to another.

(l) Effective January 1, 1968, if an employe's employment status is terminated for any reason whatsoever, including but not limited to retirement, resignation, discharge, non-compliance with a union-shop agreement, or failure to return after furlough, he shall, at the time of such termination, be granted full vacation pay earned up to the time he leaves the service including pay for vacation earned in the preceding year or years and not yet granted, and the vacation for the succeeding year if the employe has qualified therefor under such rules. If an employe thus entitled to vacation or vacation pay shall die, the vacation pay earned and not received shall be paid to such beneficiary as may have been designated, or in the absence of such designation, the surviving spouse or children or his estate, in that order of preference.

(m) An employe designated to fill an assignment of another employe on vacation will be paid the rate of such assignment, or the rate of his own assignment whichever is the greater; however, if an employe receiving graded rates, based upon length of service and experience, is designated to fill an assignment of another employe in the same occupational classification receiving such graded rates who is on vacation, the rate of the relieving employe will be paid.

(n) The absence of an employe on vacation with pay, as provided in this Rule (No. 32) will not be considered as a vacancy, temporary, or otherwise, in the application of Rule No. 17.

(o) If the work of an employe on vacation can be absorbed by the remaining force or can be deferred, the position need not be filled when the regular occupant is on vacation.

(p) This rule shall continue in effect subject to not less than seven (7) months' notice in writing by the Company or Brotherhood of desire to change this Agreement as of the end of the year in which the notice is served. Such notice shall specify the changes desired and the recipient of such notice shall then have a period of thirty (30) days from the date of the receipt of such notice within which to service notice specifying changes which it or they desire to make. Thereupon such proposals of the respective parties shall thereafter be negotiated and progressed concurrently to a conclusion. When such notice is served, the proceedings shall be under the provisions of the Railway Labor Act, amended. This paragraph (p) shall not preclude the Brotherhood from serving notice to change the length of service requirement of paragraph (a) (3) of this Rule No. 32 from fifteen (15) years to ten (10) years effective January 1, 1968.

Rule No. 33 - Discipline

(a) Employes who have been in service in excess of ninety (90) days shall not be disciplined, suspended, or dismissed from service without a fair and impartial trial.

(b) When a major offense has been committed an employe suspected by the Management to be guilty thereof may be held out of service pending trial and decision.

(c) An employe who is required to make a statement prior to the trial in connection with any matter which may eventuate in the application of discipline to any employe, may be accompanied by his duly designated

representative without expense to the Company. A copy of his statement, if reduced to writing and signed by him, shall be furnished him by Management upon his request.

(d) An employe who is accused of an offense and who is directed to report for a trial therefor, shall be given reasonable advance notice in writing of the exact offense for which he is to be tried and the time and place of the trial.

(e) If he desires to be represented at such trial, he may be accompanied by his duly designated representative without expense to the Company. The accused employe and his duly designated representative shall be permitted to question witnesses insofar as the interests of the accused employe are concerned. Such employe shall make his own arrangements for the presence of his representative and his witnesses and no expense incident thereto will be borne by the Company.

(f) Trials shall be held within thirty (30) days from the date the notice of the trial shall have been mailed or delivered to the employe, except that either Management or the employe, for good and sufficient reasons, may extend this time period. Decisions shall be rendered, in writing, within thirty dats after the transcript of testimony shall have been completed and attested by the employe involved.

(g) A transcript of the trial record shall be furnished to the accused employe.

(h) If discipline is to be imposed following trial and decision, the employe to be disciplined shall be given written notice thereof at least ten (10) days prior to the date on which the discipline is to become effective, except in cases involving dismissal, such dismissal may be made effective at any time after decision without advance notice.

(i) If the descipline to be applied is suspension, such suspension shall date from the time the employe is taken out of service. The time the

employe is held out of service prior to the serving of the notice of discipline shall be applied against the period of suspension. When an employe is held out of service for a period of time in excess of that represented by the suspension imposed, he shall be compensated for time lost by him during the period in excess of the discipline imposed. Such compensation shall be for the difference between the amount earned while out of service, or while otherwise employed, and the amount he would have earned had he not been held out of service in excess of the period represented by the discipline imposed.

Rule No. 34 - Appeals from Discipline

(a) An employe who has been disciplined may appeal from the discipline imposed on him if he does so in writing to the Operations Manager, Dining Car Service within ten (10) days from date he receives notice of the imposition of such discipline and if he so appeals he shall be given an appeal hearing. When an appeal from discipline is made to the Operations Manager, Dining Car Service, this appeal shall act as a stay of application of discipline in all cases except where the discipline has been dismissal. If the original discipline imposed is upheld upon appeal, in whole or in part, the discipline will then be placed in effect. An employe, or his duly designated representative, may appeal in a discipline matter to the Manager Dining Car Service, from the decision of the Operations Manager, Dining Car Service, provided such appeal is made within ten (10) days from the date of notification of such decision.

(b) At hearing on appeal before the Operations Manager, Dining Car Service, or the Manager, Dining Car Service, as the case may be, an employe may, if he desires to be represented at such hearing, be accompanied without expense to the Company, by his duly designated representative.

(c) Notice in writing of the decision of the Operations Manager, Dining Car Service or the Manager, Dining Car Service, shall be furnished to the employe.

(d) When an employe is held out of service, suspended or dismissed in connection with any offense and thereafter exonerated he shall be reinstated and compensated for the difference between the amount earned while out of service or while otherwise employed and the amount he would have earned had he not been held out of service.

(e) The decision of the Manager, Dining Car Service, in a discipline matter shall be final and binding unless the employe appeals the case to the National Railroad Adjustment Board, Third Division, within one (1) year from date the notification of the decision of the Manager, Dining Car Service, has been mailed or otherwise transmitted to the employe.

Rule No. 35 - Appeals - Other Than Discipline

(a) When an employe considers that an injustice has been done him with respect to any matter covered by this Agreement, other than discipline, such an employe, or his duly designated representative, may present the case in writing to the Operations Manager, Dining Car Service, if he does so within ninety (90) days from the date of the occurrence of the alleged injustice. In the case of claims for compensation alleged to be due, the time period and the method of presentation specified in Rule No. 36 will be observed. The employe affected, or his duly designated representative, may appeal to the Manager, Dining Car Service, from the decision of the Operations Manager, Dining Car Service, if he does so, in writing, within ninety (90) days from notification of such decision.

(b) If an appeal is taken as provided for in paragraph (a) of this Rule (No. 35) to the Manager, Dining Car Service, a submission in the following form shall be prepared by the Operations Manager, Dining Car Service or his representative and the employe or his duly designated representative:

1. Subject (which shall specifically set forth the nature of the controversy, date or dates, name of the employe or employes, and the rule or rules involved).

2. Joint Statement of Agreed Upon Facts. (In the event that parties to the dispute cannot agree upon a joint statement of facts, they will separately state the facts to be included in the submission).

3. Position of the employes.

4. Position of the company.

Decision of the Manager, Dining Car Service, shall be rendered within fifteen (15) days following the date on which the appeal shall have been heard.

(c) If an employe is dissatisfied with the decision of the Manager, Dining Car Service, in any matter arising out of the interpretation of application of this Agreement, other than discipline matters, he, or a representative properly authorized by him to act in his behalf, may appeal such decision of the Manager, Dining Car Service, to the National Railroad Adjustment Board, Third Division, if he does so within one (1) year from the date of notification of the decision of the Manager, Dining Car Service.

Rule No. 36 - Claims for Compensation

(a) Claims for compensation alleged to be due, made by or on behalf of a named employe, must be presented, in writing, to the employes immediate supervisor at his home terminal (Assistant Operations Manager at New York, Assistant Superintendent at Washington, Station Sleeping Car Supervisor at Pittsburgh, Crew Supervisor at St. Louis and Car-Crew Supervisor at Chicago) within ninety (90) days from the date the employe received his pay check for the pay period involved, except -

1. Time off duty on account of sickness, disability leave of absence, suspension, or reduction in force, will extend the time limit specified in paragraph (a) of this Rule (No. 36) by the period of such time off duty.

2. When a claim for compensation alleged to be due is based on an occurrence during a period employe was out of service due to sickness, disability, leave of absence, suspension or reduction in force, it must be made, in writing, within ninety (90) days from the date the employe resumes duty.

(b) If claims are not made by or on behalf of named employes within the time limit specified in the foregoing paragraph (a) of this Rule (No. 36), including exceptions (1) and (2), they will not be entertained or allowed.

(c) When claims for compensation alleged to be due have been presented in accordance with the foregoing paragraph (a) of this Rule (No. 36), including exceptions (1) and (2), are not allowed, the employe will be notified to this effect, in writing, within ninety (90) days from the date his claim was presented. When not so notified, claims will be allowed without establishing a precedent.

(d) A claim for compensation denied in accordance with the foregoing paragraph (c) of this Rule (No. 36), will be considered invalid, unless it is listed for discussion by the employe or his duly designated representative with the Operations Manager, Dining Car Service, within ninety (90) days after the date on which the claim was initially denied.

(e) The employe affected, or his duly designated representative, may appeal to the Manager, Dining Car Service, from the decision of the Operations Manager, Dining Car Service, if he does so within ninety (90) days from notification of such decision. If an appeal is taken it shall be taken in the same manner and form and shall be subject to the same conditions as appeals to the Manager, Dining Car Service, under paragraphs (b) and (c) of Rule No. 35.

Rule No. 37 - Handling of Extra Employes

(a) A common extra list of Sleeping Car Porters and Sleeper-Lounge Attendants will be maintained for the purpose of filling vacancies in positions and handling other extra work at each of the following points, or at other points when requirements of the service necessitate the establishment of additional extra lists:

1. New York, N.Y. (Office of Crew Supervisor, Pennsylvania Station)
2. Pittsburgh, Pa. (Office of Dining/Sleeping Car Agent)
3. Chicago, Ill. (Office of the Car-Crew Supervisor)
4. St. Louis, Mo. (Office of Crew Supervisor)

(b) Extra employes shall be signed up and their names shall appear on the extra list in the same relative order in which they register themselves with the designated officer, following the names of extra men whose names were carried over from the extra list of the previous calendar day in accordance with Section (b) (4) of this Agreement. The following procedure shall be observed in marking up for extra work:

(1) At New York, N.Y., Pittsburgh, Pa., or St. Louis, Mo., an extra employe who is released from duty at his home terminal and desires to mark up on the extra list, shall register on the sign-in sheet provided in the office where he is released, showing time of registration, his name, payroll number, train on which he arrived and time of arrival of such train and his home telephone number. The names of such extra men shall be placed on the extra list.

(2) At Chicago, Ill., extra employes will be signed up and their names shall appear on the extra list in the same relative order in which they make known by telephone or in person to the Car-Crew Supervisor that they are available for extra work.

(3) Extra employes who do not register as specified in paragraph (1) or (2) above, and extra employes who have been off duty for any reason, may register for extra work and their names shall appear on the list in the same relative order, with respect to other extra employes, in which they register in person (where required) or by telephone (Chicago only) with the designated officer.

(4) At 10:00 A.M. (local prevailing time) each calendar day, the names of extra employes who were on the extra list for the previous calendar day and who have not been called for extra work, shall be transferred and shall appear on the extra list for that calendar day in the same order with respect to each other as their names appear on the extra list from which transferred.

(c) Except as provided in sections (f) and (g) hereof, available extra work shall be assigned to the available qualified extra employes in the order of their relative standing on the extra list. In order to be considered available for extra work, an extra employe must be present at the calling place designated by him and personally accept a telephone call for extra work.

(d) (1) Assignments to all known extra work having a reporting time between 12:00 Noon of one calendar day and 11:59 A.M. of the following calendar day shall be made during the period 10:00 A.M. and 12:00 Noon of the first calendar day.

(2) An extra employe (including an extra employe whose name has been carried over from the extra list of the preceding calendar day in accordance with section (b) (4) hereof, who fails to answer a proper call for extra work shall be considered as having missed a call and his name shall be placed at the bottom of the extra list at the expiration of the sign-out period specified in paragraph (1).

(3) [illegible] missed a proper call unless he is called at least two hours in advance of the [illegible] scheduled reporting time of the assignment.

[illegible] free to obtain a qualified employe from whatever source may be available.

(f) Except as otherwise provided herein, extra work, including the filling of vacancies in regular positions, shall be performed by extra employes. This section (f) shall not be construed to restrict the selection by management and the use of regular or extra employes for the performance of extra work in connection with any unusual special party operations, such as, but not limited to, (1) President of the United States, (2) Board of Directors of this or any other corporation, (3) Governor of a State, (4) Financial Analysts, or the use of specifically requested employes for special party operation. The use of regularly assigned employes to perform extra service in such instances shall not constitute a violation of any of the provisions of this Agreement.

(g) When an extra employe is used to perform service into another terminal where an extra list is maintained, such an employe may be returned in service to the location of his own extra list or an intermediate point without regard to the standing of the men on the extra list at such terminal. The use of an extra employe in the manner prescribed above shall not be considered a violation of this Agreement.

(h) Extra lists shall be regulated and maintained so as to afford an average earnings for extra men of approximately one hundred and thirty-five (135) hours per calendar month. This rule shall not be construed as a guarantee.

(i) An extra employe who in a calendar month has accumulated in excess of the number of hours comprehended in the basic month will be continued in his position on the extra board but will not be assigned therefrom during the balance of such calendar month while qualified extra employes who have not accrued such hourage are available.

Rule No. 38 - New Employes

When new employes are needed, subsequent to August 1, 1967, in the classifications covered by this Agreement, available employes with a seniority date prior to August 1, 1967, with The Pullman Company will be given consideration as the opportunity may offer. Such employes who are hired will be regarded as new Pennsylvania Railroad employes.

Article II - Effective August 1, 1967, the Union Shop Agreement dated June 20, 1958 between the Brotherhood of Sleeping Car Porters, representing Parlor Car and Parlor Lounge Attendants and the Pennsylvania Railroad Company will be applied to:

1. Sleeping Car Porters
2. Sleeper-Lounge Attendants

Article III - Effective August 1, 1967, the Union Dues Check-Off Agreement dated February 20, 1967, between the Brotherhood of Sleeping Car Porters, representing Parlor Car and Parlor Lounge Attendants and the Pennsylvania Railroad Company will be applied to:

1. Sleeping Car Porters
2. Sleeper-Lounge Attendants

Article IV - Beginning September, 1967, and thereafter, The Pennsylvania Railroad Company will pay to the Travelers Insurance Company under Group Policy Contract No. GA-23000 (as amended and expanded for employe and dependent coverage) for each month after August, 1967, $25.46 ($25.72 less 1% for railroad costs) per month for each Sleeping Car Porter and Sleeper-

Lounge Attendant who is a "Qualifying Employe" as defined in the Group Policy Contract and who shall have rendered compensated service to the Company in such month.

Article V - Upon consumation of the merger between The Pennsylvania Railroad Company and the New York Central Railroad Company the provisions of The Washington Job Protection Agreement of 1936 shall be applied to Sleeping Car Porters and Sleeper-Lounge Attendants who transfer from The Pullman Company effective August 1, 1967 who may be adversely affected with respect to their compensation, rules, working conditions, fringe benefits or rights and privileges pertaining thereto, incident to approval and effectuation of said merger.

Article VI - This Agreement shall become effective August 1, 1967, and shall remain in full force and effect until changed or terminated as provided in the Railway Labor Act, as amended.

THE PENNSYLVANIA RAILROAD COMPANY

by _____
Sidney N. Phelps, Manager
Dining, Sleeping and Parlor
Car Service

THE BROTHERHOOD OF SLEEPING CAR PORTERS

by A. Philip Randolph
A. Philip Randolph
International President

Signed at -
Long Island City, New York
August 11, 1967

BEST COPY AVAILABLE

THE LEGIBILITY OF THE DOCUMENT IS DIFFICULT IN THE ORIGINAL

Referendum Vote

SLEEPING CAR PORTERS IN THE EMPLOY OF
THE CANADIAN PACIFIC RAILWAY COMPANY

represented by

THE BROTHERHOOD OF SLEEPING CAR PORTERS

August 11, 1967

Dear Sir and Brother:

Discussions between the Brotherhood of Sleeping Car Porters and Canadian Pacific Railway Company have not led to a satisfactory settlement of the wages and hours of work dispute. The choice before us now is either to accept something less than the full settlement sought by our Brotherhood, or to proceed to final and binding arbitration in order to obtain justice, but where, as always, there is the possibility of an even less favourable result.

As you know, the wage award obtained in joint negotiations with other Non-Operating Railway Unions under the Maintenance of Railway Operation Act and mediation has not been applied to your wages since October 1, 1966. The Company contends that under the terms of an Agreement dated May 30, 1966, dealing with the introduction of the forty-hour week, none of these wage increases are to be applied to members of the Brotherhood of Sleeping Car Porters. The Brotherhood contends that all of the increases are applicable on the dates shown in the Master Agreement dated March 14, 1967.

It is my assessment that Canadian Pacific is prepared to negotiate a settlement of the matter along lines already accepted by its Dining Car employees and by Canadian National Railways employees who are members of the C.B.R.T. and G.W., but will not assure that the wage increases will be applicable on the same dates as apply to all others non-operating employees. In negotiations this could result in less than full retroactivity beginning October 1, 1966. Whether we would be successful in obtaining full retroactivity in further negotiations cannot be determined at present.

We are now herewith referring the matter to you for your consideration and decision.

Attached is a ballot on which you are to indicate your support or rejection of arbitration. If you would prefer to proceed to arbitration despite the possibility that an Arbitrator might uphold the contention of the Company, then mark an "X" for arbitration. If you would prefer to seek a negotiated settlement that might sacrifice some retroactivity in order to obtain the guaranteed increase in rates then mark an "X" for continued negotiations.

Finally, it should be emphasized that arbitration at this time would rule out further negotiations at a later date.

Fraternally yours,

A. R. BLANCHETTE,
International Field Representative
Brotherhood of Sleeping Car Porters.

ASA PHILIP RANDOLPH

SUBJECT FILE

BROTHERHOOD OF SLEEPING CAR PORTERS
Agreements

1971-78 + Undated

(6)

A. PHILIP RANDOLPH
International President Emeritus

C. L. DELLUMS
International President
1716-18 Seventh Street
Oakland, California 94607

L. J. SHACKELFORD, JR.
International Vice President
431 South Dearborn St. - Suite 1224
Chicago, Illinois 60605

BROTHERHOOD of SLEEPING CAR PORTERS

Train, Chair Car, Coach Porters and Attendants
AN INTERNATIONAL UNION
Affiliated with the AFL-CIO/CLC

103 EAST 125th STREET - Suite 710
NEW YORK, N. Y. 10035
Phone: 212-348-2245

WILLIAM H. BOWE
International Secretary-Treasurer

L. H. GREENE, JR.
Eastern Zone Supervisor
103 East 125th Street
Suite 710
New York, N. Y. 10035

August 6, 1971

Dear Brother Randolph:

I am enclosing a photo'stat of the first Agreement I have had the privilege to sign for the Brotherhood of Sleeping Car Porters.

L H Greene Jr

L. H. Greene, Jr.

INTERNATIONAL
BROTHERHOOD OF SLEEPING CAR PORTERS
103 EAST 125th STREET, SUITE 710
NEW YORK, N. Y. 10035

MEMORANDUM AGREEMENT

between

THE CHESAPEAKE AND OHIO RAILWAY COMPANY

and its train porters

Represented By

BROTHERHOOD OF SLEEPING CAR PORTERS

IT IS AGREED THAT:

ARTICLE I - Wages

Rule 2 of the current schedule agreement, as revised effective March 18, 1969, is further revised effective April 1, 1971, to read as follows:

"RATES OF PAY

"EFFECTIVE DATE	PER MONTH	PER HOUR	TIME AND ONE-HALF
April 1, 1971	$659.17	$3.79	$5.68
October 1, 1971	692.13	3.98	5.97
April 1, 1972	726.74	4.18	6.27
October 1, 1972	763.08	4.39	6.58
January 1, 1973	766.01	4.40	6.60
April 1, 1973	809.10	4.65	6.97

(NOTE: Rate January 1, 1973 includes adjustment as provided in Article II of this Agreement)

ARTICLE II - Holiday Pay

Rule 16½ - Holidays of the current schedule agreement is revised effective January 1, 1973, by the addition of the following:

"Effective January 1, 1973, the monthly rate shall be adjusted by adding the equivalent of 8 straight time hours to their annual compensation (the monthly rate multiplied by 12) and this sum shall be divided by 12 in order to establish a new monthly rate."

ARTICLE III - Vacations

Rule 17 - Vacations, of the current schedule agreement is hereby amended, effective January 1, 1973, as follows:

1. Add the following to Section 1:

"(e) Effective with the calendar year 1973, an annual vacation of thirty (30) consecutive work days with pay will be granted to each employee covered by this agreement who renders compensated service on not less than one hundred (100) days during the preceding calendar year and who has twenty-five (25) or more years of continuous service, and who, during such period of continuous service renders compensated service on not less than one hundred (100) days (120 days in the years 1960-1964 inclusive and 160 days in each such year prior to 1960) in each of twenty-five (25) such years, not necessarily consecutive."

2. Add the following to Section 4:

"(e) Employees entitled to thirty (30) days vacation - 200 hours."

3. Section 10 is revised to read as follows:

"Section 10 (a) In instances where employees who have become members of the Armed Forces of the United States return to the service of the employing carrier in accordance with the Military Selective Service Act of 1967, as amended, the time spent by such employees in the Armed Forces subsequent to their employment by the employing carrier will be credited as qualifying service in determining the length of vacations for which they may qualify upon their return to the service of the employing carrier.

"(b) In instances where an employee who has become a member of the Armed Forces of the United States returns to the service of the employing carrier in accordance with the Military Selective Service Act of 1967, as amended, and in the calendar year preceding his return to railroad service had rendered no compensated service or had rendered compensated service on fewer days than are required to qualify for a vacation in the calendar year of his return to railroad service, but could qualify for a vacation in the year of his return to railroad service if he had combined for qualifying purposes days on which he was in railroad service in such preceding calendar year with days in such year on which he was in the Armed Forces, he will be granted, in the calendar year of his return to railroad service, a vacation of such length as he could qualify for under Section 1, paragraphs (a), (b), (c), (d) and (e) hereof, and paragraph (a) of this section 10.

"(c) In instances where an employee who has become a member of the Armed Forces of the United States returns to the service of the employing carrier in accordance with the Military Selective Service Act of 1967, as amended, and in the calendar year of his return to railroad service renders compensated service on fewer days than are required to qualify for a vacation in the following calendar year, but could qualify for a vacation in such following calendar year if he had combined for qualifying purposes days on which he was in railroad service in the year of his return with days in such year on which he was in the Armed Forces, he will be granted in such following calendar year, a vacation of such length as he could so qualify for under Section 1, paragraphs (a), (b), (c), (d) and (e) hereof, and paragraph (a) of this Section 10."

ARTICLE IV - Emergency Force Reduction Rule

(a) Rules, agreements or practices, however established, that require advance notice before positions are temporarily abolished or forces are temporarily reduced are hereby modified so as not to require advance notice where a suspension of an individual carrier's operations in whole or in part is due to a labor dispute between such carrier and any of its employees.

(b) Except as provided in paragraph (a) hereof, rules, agreements or practices, however established, that require advance notice to employees before temporarily abolishing positions or making temporary force reductions are hereby modified to eliminate any requirement for such notice under emergency conditions, such as flood, snow storm, hurricane, tornado, earthquake, fire or a labor dispute other than as defined in paragraph (a) hereof, provided that such conditions result in suspension of a carrier's operations in whole or in part. It is understood and agreed that such temporary force reductions will be confined solely to those work locations directly affected by any suspension of operations. It is further understood and agreed that notwithstanding the forgoing, any employee who is affected by such an emergency force reduction and reports for work for his position without having been previously notified not to report, shall receive four hours' pay at the applicable rate for his position. If any employee works any portion of the day he will be paid in accordance with existing rules.

ARTICLE V - Effect of This Agreement

(a) The purpose of this agreement is to fix the general level of compensation during the period of the agreement and to settle the dispute growing out of Notice dated November 30, 1970, served by the Brotherhood of Sleeping Car Porters on the Railway Company. This agreement shall remain in effect until June 30, 1973, and thereafter until changed or modified in accordance with the provisions of the Railway Labor Act as amended.

(b) Neither party to this agreement shall serve, prior to January 1, 1973 (not to become effective before July 1, 1973), any notice or proposal for changing the provisions of this agreement.

Made at Huntington, West Virginia, July 9, 1971.

FOR THE EMPLOYEES:

L H Greene Jr

L. H. Greene, Jr., Eastern Zone Supervisor
for International President C. L. Dellums

FOR THE CARRIER:

M E Cridlin

M. E. Cridlin
Assistant to Vice President-Labor Relatic

August 30, 1971

Mr. L. H. Greene, Jr.
Eastern Zone Supervisor
Brotherhood of Sleeping Car Porters
103 East 125 Street
New York, New York 10035

Dear Brother Greene:

I want to thank you for your letter with enclosed copy of Memorandum Agreement with the Chesapeake and Ohio Railway Company which you signed as representative of the Brotherhood. Keep up the good work.

With cordial good wishes,

I am

Fraternally yours,

A. Philip Randolph

Mr. C. L. Dellums, President
Brotherhood of Sleeping Car Porters
1716 Seventh Street
Oakland, California 94607

September 10, 1972

Re: Jerome Miles v. BBCP & Pullman Co.
USDC ND Ill. ED - CA 71 C-3121

Services:

Review of pleadings, correspondence and hearing transcript; long distance telephone conference with Local Counsel Elson re denial of Brotherhood's motion; long distance telephone conferences with WJH and office conferences re appropriate procedures to be taken in response to Court's denial of motion for summary judgment; legal research on the issue of whether the Court's denial of SCP Motion for Dismissal or, in the alternative, Summary Judgment is interlocutory; research on the issue of whether the foregoing motion and supporting documents could be amended to remove the Court's objections thereto; long distance telephone conferences with WJH; office conferences with GNZ; review and analysis of transcript of District Court proceedings resulting in denial of SCP motion; long distance telephone conference with local counsel. $ 988.00

AGREEMENT OF THE AMTRAK
SERVICE WORKERS COUNCIL

1. The name of the organization will be "THE AMTRAK SERVICE WORKERS COUNCIL".

2. The Council will consist of the presidents of the Hotel and Restaurant Employees and Bartenders International Union, (hereinafter called International), the Brotherhood of Sleeping Car Porters (hereinafter called Brotherhood), and the Transport Workers Union (hereinafter called TWU), or their designated representatives. The Council will represent all employees of Amtrak who prepare or serve food or drink, or perform other services for passengers (except sleeping car porters).

3. All such employees of Amtrak who were employed by any railroad carrier prior to being employed by Amtrak, shall continue membership in the Unions of which they were members at the time of such railroad employment. All such employees hired by Amtrak who were not employed by any railroad carrier prior to their Amtrak employment and who were not members of the three Unions involved, will be assigned, on a ratio basis, to the three Unions for membership purposes.

4. The constitutions and by-laws of each Union will be applicable to members of that Union.

5. The Union dues and initiation fees of the three Unions with respect to all employees coming within the jurisdiction of this Agreement, shall be uniform. The presidents of the three Unions, or their designated representatives, shall meet and agree on a uniform scale of dues and initiation fees. The three Unions will take whatever action is necessary, pursuant to their by-laws and/or constitutions to set the dues and initiation fees at the uniform levels agreed upon. All dues, whether collected by check-off or otherwise, will be forwarded to the Council and divided among the three Unions on the basis of the ratio of membership and dues distribution provided in Section 6, hereof. All initiation fees will be paid to the Union joined by the new employee.

6. The ratio of membership and dues distribution will be agreed upon prior to the signing of this Agreement by the presidents of the Unions involved, or their designated representatives. As Amtrak takes over additional employees covered by this Agreement, the ratio will be changed by crediting the employees taken over to the Union representing them at the time of the take-over.

7. The Council will bargain with Amtrak as a single bargaining unit and negotiate wages, rules and working conditions for all employees involved. The Agreement negotiated with Amtrak will be enforced and policed by each Union with respect to its members. Each Union will, however, should circumstances require and by mutual agreement, assist

in enforcing and policing the Agreement with respect to members of the other Unions. A duly accredited representative of any of the Unions involved shall be considered a duly accredited representative of the Council.

8. The Council shall have a chairman and two vice-chairmen to be selected by the presidents of the three Unions. The chairmanship shall be filled by a representative of each Union for one calendar year on a rotating basis.

9. All notices under Section 6 of the Railway Labor Act, or for changes in the Working Agreement, will be served on Amtrak solely by the chairman on behalf of the Council. All parties must agree in advance on all such Section 6 notices, all proposed changes in the Working Agreement and all other matters in the collective bargaining process. All changes in agreements affecting rates of pay, rules or working conditions, shall be submitted to the parties hereto for ratification. No agreement shall be approved unless it is ratified by the International and one of the other parties. Should the parties, at some time in the future, provide for contract ratification by membership vote, any proposed contract shall be submitted for ratification to the membership of the parties and shall be deemed ratified if approved by a majority vote of the combined membership of the parties who actually vote.

10. All disputes among the three Unions, except those relating to contract ratification, will be submitted to the presidents of the three Unions involved. If the dispute cannot be resolved by them, it will be resolved by an arbitrator unless some other method of resolving it is agreed upon by the three Union presidents. In the event the presidents are unable to agree upon an arbitrator, one shall be selected from a panel of seven furnished by the Federal Mediation and Counciliation Service. If the parties cannot agree on an arbitrator, each party will, in turn, strike two names, and the arbitrator remaining on that list shall resolve the dispute.

11. Any party may propose an amendment to this Agreement. Such amendment must be adopted by all parties. If a dispute arises with respect to a proposed amendment, such dispute will be resolved pursuant to paragraph 10.

Dated: February 7, 1975.

Edward T. Hanley
General President, Hotel& Restaurant and Bartenders International

C. L. Williams
International President, Transport Workers Union of America

Matthew Guinan
International President, Brotherhood of Sleeping Car Porters

PLEASE INFORM OUR MEMBERSHIP OF THIS IMPORTANT DEVELOPMENT

AMTRAK SERVICE WORKERS COUNCIL

February 7, 1975

Mr. A. R. Lowry
Director of Labor Relations
National Railroad Passenger Corp.
Washington, D.C.

Dear Sir:

This is to advise you that the labor organizations that represented dining car, coach and parlor car employees, prior to the assumption by the National Railroad Passenger Corp. of on board services, have established the Amtrak Service Workers Council for the purpose of representing all employees of the National Railroad Passenger Corp. classified as food specialists and service attendants.

We are, therefore, requesting that consent recognition be given to this Council, recognizing it as the sole bargaining representative of all employees of the National Railroad Passenger Corp. working in the classifications of Food Specialist and Service Attendant.

Very truly yours,

Richard W. Smith
Richard W. Smith,
Chairman

C. L. Dellums
C. L. Dellums
Vice Chairman

Albert Terrigio
Albert Terrigio
Vice Chairman

RWS:am

cc: National Mediation Board

AGREEMENT TO MERGE BROTHERHOOD OF SLEEPING CAR PORTERS, TRAIN, CHAIR CAR, COACH PORTERS, ATTENDANTS AND DINING CAR EMPLOYEES INTO THE BROTHERHOOD OF RAILWAY, AIRLINE AND STEAMSHIP CLERKS, FREIGHT HANDLERS, EXPRESS AND STATION EMPLOYES

WHEREAS, it is the desire of all parties to build the most effective possible union structure to represent our membership on all railroads, and

WHEREAS, the Brotherhood of Sleeping Car Porters has been faced with a steady decline of membership as a result of the elimination of their craft and class within the railroad industry, and

WHEREAS, this decline in membership has caused the Brotherhood of Sleeping Car Porters to operate on a deficit basis in spite of all efforts to the contrary, and

WHEREAS, the needs of the membership of the Brotherhood of Sleeping Car Porters demonstrate the need for more extensive full time representation in order to negotiate agreements and provide for the representation that the membership is entitled to in all areas of collective bargaining, and

WHEREAS, the membership of the Brotherhood of Sleeping Car Porters and the Brotherhood of Railway and Airline Clerks share many common interests in the railroad industry and in legislative matters affecting their respective memberships,

THE PARTIES THIS DATE HAVE DETERMINED, to merge their respective organizations, under the auspices and authority granted to each under their respective Constitutions and policies adopted pursuant thereto.

MERGER PROPOSAL

BROTHERHOOD OF SLEEPING CAR PORTERS, TRAIN, CHAIR CAR,
COACH PORTERS, ATTENDANTS & DINING CAR EMPLOYEES
AFL-CIO, CLC

with

BROTHERHOOD OF RAILWAY, AIRLINE AND STEAMSHIP CLERKS,
FREIGHT HANDLERS, EXPRESS AND STATION EMPLOYES,
AFL-CIO, CLC

1. Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employes (proposes) that the Brotherhood of Sleeping Car Porters, Train, Chair Car, Coach Porters, Attendants and Dining Car Employees, AFL-CIO, CLC merge with the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employes, AFL-CIO, CLC, effective April 1, 1978.

2. That this merger shall be complete.

3. That concurrent with the effective date of the merger there will be created a System Division under the applicable laws of the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employes (BRAC), and that this System Division will be composed of all the existing members of the Brotherhood of Sleeping Car Porters, Train, Chair Car, Coach Porters, Attendants and Dining Car Employees (BofSCP), and further that all existing Local Divisions of BofSCP be dissolved and their members transferred to the newly established System Division. There will be established under the newly created System Division four (4) districts comprised of the membership as follows:

No. 1 - Eastern District - Boston, Massachusetts, New York, New York; Washington, D.C.; Jacksonville, Florida; Miami, Florida; Atlanta, Georgia; New Orleans, Louisiana.

No. 2 - Mid-Western District - Chicago, Illinois; St. Paul, Minnesota.

No. 3 - Western District - Denver, Colorado; Los Angeles, California; Oakland, California; Seattle, Washington.

No. 4 - Canadian District - All members employed in Canada (Montreal, Winnipeg, Toronto, Vancouver).

4. The BRAC's International President Fred J. Kroll will appoint Brother Leroy J. Shackelford as General Chairman-Delegate of the newly formed Division at a salary of $17,200.00 per year, and Brother W. W. Seymour as General Secretary-Treasurer-Vice General Chairman of the newly formed Division at a salary of $16,400.00 per year. The aforementioned officers will serve in these respective offices until the first regular quadrennial election which will be held in May 1979, at which time this Division will elect its officers under BRAC.

5. That Brother Leroy J. Shackelford, General Chairman-Delegate, and in conjunction with Brother W. W. Seymour as General Secretary-Treasurer, will recommend to International President Kroll a District Chairman-Delegate and assistants for each of the heretofore established districts from among incumbent Local Division Presidents of BofSCP. International President Kroll will give due consideration to these recommendations and then make appointments for these officers and their assistants who after appointment will serve in such capacity until the first regular election is held by the Division in conformity with the By-Laws thereof, a copy of which is attached hereto, which elections shall be held no later than December 31, 1978 for four year terms of office commencing January 1979.

6. That pursuant to the provisions of Article 27, Section 2(c) and (d) of the Grand Lodge Constitution, the dues of this newly established Division shall be $20.00 per member per month. The Grand Lodge per capita tax shall be $8.50 per member per month and the System Division's per capita tax shall be $11.50 per member per month.

Pursuant to the provision of Article 27, Section 1 of the Grand Lodge Constitution, the initiation fee for new members shall be $50.00, the Grand Lodge portion thereof shall be $20.00 and the System Division's portion shall be $30.00. Reinstatement fee shall be $75.00, of which the Grand Lodge shall receive $30.00 and the System Division $45.00.

7A. That all active members (those members who have paid dues for the month immediately preceding the merger and those not suspended for non-payment of dues who remit outstanding dues during the thirty (30) days immediately following the merger) shall automatically become members of BRAC without payment of initiation fee and such membership shall be considered as if it had been membership in BRAC. To be entitled to participate in the Death Benefit Department of BRAC, those individuals meeting the other qualifications shall, within six (6) months of the merger, execute appropriate documents designating beneficiaries. Those not executing a designation of beneficiary and properly filing same with the International Secretary-Treasurer shall not participate in the Death Benefit Department.

B. Those active members transferred to BRAC who subsequently meet the qualifications for associate membership will be governed by the associate member provisions of the Grand Lodge Constitution, including, if other qualifications are met, the right to continue membership in the Death Benefit Department.

C. Those individuals currently carried on the rolls of BofSCP in a retired status (currently not paying any dues) will be afforded an opportunity to become associate members of BRAC under the same provisions of the Constitution applicable to former TC Division members who retired from service prior to February 21, 1969. The monthly dues for each such member, who are not eligible to participate in the Death Benefit Department, will be $1.00 per month, twenty-five cents (25¢) of which shall be a voluntary contribution to the Railway Clerks Political League.

8. That offices will be maintained in Chicago, Illinois for Brother Shackelford as General Chairman-Delegate of the newly formed Division, with Pauline Helm as his Secretary at her present rate of pay of $9,508.00 per year, and in Denver, Colorado for Brother W. W. Seymour, Sr. the General Secretary-Treasurer-Vice General Chairman of the newly formed Division, and provisions will be made for a part time bookkeeper to assist Brother Seymour at an agreed upon hourly rate of pay. All other existing offices will be eliminated.

9. Effective with the date of the merger, Mr. J. D. Wilcox, Eastern Zone Supervisor, shall receive a lump sum separation allowance of $4,000.00 in lieu of all other allowances claimed or due. Such separation allowance to be paid by the newly established System Division.

10. Effective with the date of the merger, Ms. Carolyn Wilson, Clerk, shall receive a lump sum separation allowance of $1,200.00 in lieu of all other allowances claimed or due. Such separation allowance to be paid by the newly established System Division.

11. Effective with the date of the merger, Ms. Claudie Jean Rose, Secretary, shall receive a lump sum separation allowance of $3,600.00 in lieu of all other allowances claimed or due. Such separation allowance to be paid by the newly established System Division.

12. Effective with the date of the merger, Ms. Hope Shephard Bowens, Secretary, shall receive a lump sum separation allowance of $7,000.00 in lieu of all other allowances claimed or due. Such separation allowance to be paid by the newly established System Division.

13. Effective with the date of the merger, Brother C. L. Dellums, President of the Brotherhood of Sleeping Car Porters, shall retire and be engaged in a consulting capacity for a period of three (3) years at a salary of $18,363.56 per year.

In the event of Brother Dellums' death before the expiration of the three (3) year period herein provided, that portion of this amount as would have been paid by BRAC not yet paid will be computed and paid into his estate.

At the expiration of this three (3) year period, Brother Dellums will receive $200.00 per month in lieu of all other allowances claimed or due as long as he lives.

14. Effective with the date of the merger, Brother A. Philip Randolph, Founding President of the Brotherhood of Sleeping Car Porters, will continue to receive $200.00 per month in lieu of all other allowances claimed or due as long as he lives.

15. Those former retired officers and employes currently covered by Travelers Health and Welfare Program will be considered, for the purpose of this plan, as retired BRAC participants and coverage thereunder continued on same basis as BRAC retirees.

16A. Effective with the date of the merger, including the month in which the merger occurs, the Grand Lodge of BRAC will pay a gratuity in the amount of $100.00 per month each to the following named individuals:

Mrs. E. J. Bradley, widow of former Vice President Bradley.

Mrs. T. T. Patterson, widow of former Eastern Zone Supervisor.

Mrs. Hazel Smith, widow of former Vice President Smith.

Mrs. A. L. Totten, widow of former International Secretary-Treasurer Totten.

Mrs. Milton Webster, widow of former International Vice President Milton Webster.

B. Effective the same date the following named individual will receive a gratuity in the amount of $148.00 per month:

Mrs. Rosina Tucker, former International Secretary-Treasurer and Secretary Emeritus of the former Ladies Auxiliary.

17. Effective with the date of the merger, officers and employes of the newly established System Division shall, pursuant to the provisions of existing BRAC Railway Clerks Staff Retirement Plan, become participants therein. Pursuant to the provisions of the existing Plan, credited service shall commence effective with the month an active officer or employe first receives compensation from the newly established System Division.

18. That all assets and liabilities (except those liabilities explicitly assumed by the Grand Lodge as set forth in this proposal), including but not limited to, any personal or real property of BofSCP, including that held by the International and all subordinate units, shall, on the date of this merger, become the assets and properties of the newly formed System Division of BRAC.

19. Effective with the date of the merger, the Grand Lodge will assume the cost of legal defense of the following listed court cases:

(a) EEOC v. AT&SF, et al., U.S. District Court for the District of New Mexico, Civil Action No. 75-108. (This case may have been already dismissed).

(b) Peter Alvarez, et al. v. Southern Pacific, et al., U.S. District Court, Northern District of California, No. C-74-2140 AJZ; Joel Anderson, et al., v. Southern Pacific Transportation Company, et al., U.S. District Court, Northern District of California, No. C-72-1270 AJZ. (Consolidated cases).

(c) Hugh Alfonso Hamilton v. Brotherhood of Sleeping Car Porters and T. Edward Brown, in the Supreme Court of Ontario, No. 15748/77.

20. Except for those amounts set forth in Items 13, 14, 15, 16 and 19 above, all salaries and expenses for the operation of the newly formed System Division will, as in accordance with procedures for all other BRAC subordinate units, be paid by the System Division.

Signed this 12th day of January, 1978 at Oakland, California.

FOR THE BROTHERHOOD OF SLEEPING CAR PORTERS, TRAIN, CHAIR CAR, COACH PORTERS, ATTENDANTS & DINING CAR EMPLOYEES, AFL-CIO, CLC

C. L. Dellums

C. L. DELLUMS
International President

FOR THE BROTHERHOOD OF RAILWAY, AIRLINE AND STEAMSHIP CLERKS, FREIGHT HANDLERS, EXPRESS AND STATION EMPLOYES, AFL-CIO CLC

Fred J. Kroll

FRED J. KROLL
International President

BEST COPY AVAILABLE

THE LEGIBILITY OF THE DOCUMENT IS DIFFICULT IN THE ORIGINAL

INTERIM

AGREEMENT

between

NATIONAL RAILROAD PASSENGER CORPORATION

and

HOTEL AND RESTAURANT EMPLOYEES AND BARTENDER'S INTERNATIONAL UNION

SCOPE

The terms and conditions of the following Interim Agreement shall govern the hours of service, rates of pay, and working conditions of the employees represented by the Hotel and Restaurant and Bartender's International Union in the classifications designated herein, and such new classifications of positions pertaining to or related to all service and culinary classes on cars and in experimental and preparatory kitchens which are now in service or may be created by the Corporation in the Dining, Chair and Parlor Cars pending national negotiations of a National Collective Bargaining Agreement.

A. Employee Classification

1. Food Specialist	(Chefs and Cooks)
2. Service Attendant	(Waiter-In-Charge, Bartender, Buffet Lounge Attendant, Parlor Car Lounge Attendant, Coach or Chair Porter, Waiter, Pantryman, and Busboy, etc.)

B. Rates of Pay

Food Specialist*	1st 6 months	- $4.60
	2nd "	4.70
	3rd "	4.80
	4th "	4.90
	5th "	5.00
	6th "	5.10
	Thereafter -	5.20

Service Attendant**	1st 6 months	- $4.25
	2nd "	4.35
	3rd "	4.45
	4th "	4.55
	Thereafter -	4.65

*When the Food Specialist is assigned to a position of "Chef", he will be identified as a "Chef" and receive a differential of 20¢ per hour over the maximum "Food Specialist" rate. It is understood that when one "Food Specialist" is assigned to a position he will be entitled to the differential and will be identified as "Chef".

**Employees responsible for coordinating the activities of other employees and those who are accountable for the handling of corporate funds ("Banks") will be paid a differential of 20¢ per hour over their regular rate of pay.

(Note: Affected railroad employees accepting employment at the time of assumption of function will be given credit for railroad service in determining starting rate of pay)

C. Guaranteed Hours

1. The basic monthly rate of 180 hours shall be guaranteed for regular assigned employees who do not lay-off on their accord and are ready for service the entire month.

2. Regular employees who lay-off or who are not otherwise available for service when required, shall have their guarantee reduced by the actual amount of earnings lost due to laying-off or non-availability for service.

3. Extra employees are not subject to the monthly guarantee.

4. Employees will be guaranteed at least 4 calendar days off duty at their home terminal per month.

COLLECTIVE CONTRACT ENTERED INTO BY THE PULLMAN COMPANY, LTD., AND THE RAILWAY WORKERS SYNDICATE OF THE REPUBLIC OF MEXICO

****

Chapter 1

Art. 1- For the purpose of this contract, the following definitions are given:

(a)- THE COMPANY:- The Pullman Company, Ltd. in the service lines that comprise the District of Mexico.

(b)- System:- All the lines that comprise the District of Mexico, and wherein services are rendered by the employees protected by this contract.

(c)- SYNDICATE:- The Syndicate (Association) of Railway Workers of the Mexican Republic which represents before the Company the interests of its members.

(d)- EMPLOYEES:- Conductor, Cooks, Porters, Electricians, Repairmen, Mechanics and Helpers, Car Janitors, and Employees, Porters and Warehouse Workers, Office employees, Workers and Similar Employees.

(e)- COMMITTEE OF SETTLEMENTS:- The persons duly authorized by the Syndicate to represent the employees before the Company.

(f)- CONTRACT:- The present agreement entered into by the Company and the Syndicate.

(g)- REGISTER:- Employees' list made up in ordinal numerical fashion, on a categorical basis, showing the names of the employees with seniority in the System, as set forth in the Chapter on Promotions.

(h)- INVESTIGATIONS:- Interrogation made upon the employee, upon whom falls the presumption of culpability, in the

presence of a Syndicate Representative, and which shall show the reasons for the accusation as well as the defense of the employee and the findings and remarks made upon said case by the Committee or Representative. This interrogation shall be duly signed by all those who take part therein.

(i)- AGENCIES:- General and Local.

1. GENERAL:- The Agency whose jurisdiction shall be extensive throughout the System and whose dispositions affect and govern the work on all lines.

2. LOCAL:- Those agencies whose jurisdiction is limited only to a part of the System.

(j)- DEPARTMENT:- Is made up of all the offices whose work converges or is related to the same line of work.

(k)- TABULATORS (Tables):- Ordinal lists of the positions in each department, assigning their names, places and salary.

(l)- RESIDENCE (Run or point where service to be performed)- The place or circuit designated so that employees may render their services.

ENTRANCE AND RE-ENTRANCE

Art. 2- Starting on the date when this agreement goes into effect, to enter the service of the Pullman Company in the District of Mexico it is required:

(a)- That the person be an active member of the Railway Workers Syndicate of the Mexican Republic and that the application for entering be approved by the Syndicate.

(b)- Be twenty-one years of age with the exception of Messengers and apprentices, who can enter the service between the age of sixteen and twenty-one; provided they present a certificate crediting them with having completed a course in primary instruction.

(c)- Not to be suffering from any contagious disease and in all cases to present a certificate of health from a doctor.

Art. 3- TO RE-ENTER THE SERVICE IT IS REQUIRED:

(a)- Fulfillment of the requisites prescribed in clauses (a) and (b) of the article just preceding.

(b)- Present service letters showing that their leaving the service was not caused or brought about through any defaming reason.

(c)- Be place on the Register list in the order in which their application was made.

RATINGS AND SALARIES

Chapter 111

Art. 4- In order to determine the rating, the Register lists approved by the Company and the Syndicate in the District of Mexico will be used as a basis.

Art. 5- The positions of General-Agent, Sub-Agent General, Warehouse Monterrey, and Guadalajara, and Inspectors in general are termed administrative, as defined by Articles 4 and 237 of the Federal Labor Law; but the employees listed under the respective Register of personnel, member of the Syndicate, shall have the right to be moved up to those posts, depending upon their seniority and ability.

Art. 6- No posts shall be abolished to create others with different denominations and whose duties are identical.

Art. 7- The newly created posts shall be placed or occupy the place in the Register to which they are entitled, according to their respective rating. The salaries stipulated for these posts shall be equal to those received by employees performing a like duty and sharing the same responsibility. The salaries designated for compound positions shall be set or established by the mutual agreement of both parties.

Art. 8- An employee working on special duty or service shall receive at the conclusion of the same, a lay-over or rest equal to the one which would apply in a run made on a regular line run, in the same territory with approximately the same time of itinerary or route.

Art. 9- The salaries shall be based upon the scale adopted by the Company and the Syndicated and cannot be lowered in any case, except with or by the consent of both contractal parties. In case that the parties cannot reach an agreement they shall abide by disposition of the Federal Labor Law.

RIGHTS

Chapter IV

Art. 10- The Company recognizes that the rights of seniority belong to the employees and likewise agrees that they have the exclusive right to cause the same to be drawn up in whatever manner they deem convenient, to which end the Company promises and agrees to observe, on its part, the

strictest inviolability of said codification, likewise the Registers that the committees bring before them for approval.

Art. 11- The rights are acquired by seniority and are divided into two classes: System and Departmental.

(a)- System rights are those that the employees acquired in the carrying out of any duty entrusted to them by the Company, and they shall be computed from the date and hour that the employees enter any office or company line, which is or might have been under their control, being understood that said seniority will not be affected by the time when its lines remain in charge of other management.

(b)- Departmental rights are those acquired in any position of permanency, being computed from the date that the employee shall have entered or re-entered any office or line that goes to make up the Department or Register, according to stipulations made in the preceding clause.

Art. 12- The rights acquired by the employees are applied in the following manner:

(a)- System rights for the purpose of filling vacancies of any rating or category which are not solicited by employees of the Department or Register where they occur.

(b)- Departmental rights for the purpose of filling vacancies of any rating or category within their proper Department or Register.

Art. 13- It is expressly understood that the rights of seniority shall not be used to remove anyone from a post held rightfully, except in case of a personnel reduction.

Art. 14- The employees not satisfied with the seniority assigned to them by the Register, shall protest the same thru the office of the Syndicate within a term no greater than 70 days, starting or beginning from the date when seniority shown ceused said protest. At the expiration of this term only protests from employees absent from service will be allowed.

Art. 15- Employees are classified as follows: Permanent and Extras.

(a)- Permanent, those who hold by right the position or regular run where employed, in agreement with this contract.

(b)- Extras, those who having had a permanent post or fixed run were demoted, as well as those who entered the service to fill temporarily a post in agreement with this contract.

Art. 16- The employees having the best rights shall choose the run or position most convenient to their interests. This right shall be exercised in cases where vacancies occur, new position created or runs and in case of personnel reduction.

Art. 17- The employees who have been reduced shall be governed by the terms of Article 186 of the Federal Labor Law, having the right to be carried on the Register and to be used as extras.

Art. 18- For a clearer understanding it shall be understood that by the Mexican District is meant all the lines that the Company operates within Mexican territory to its borders.

Art. 19- Employees listed as extras shall be used on chain service (this shall apply likewise to platform service) and they

may solicit assignment to vacancies or new post created, on basis of their seniority rights, and provided they remain members of the Syndicate. - (1).

Art. 20- The employees who shall secure employment with other Railroads, having previously obtained permission from the Company, shall keep their rights for a year in returning to their old posts, without, for the reason of their new employment, losing their seniority rights in the service of the Company.

(1)- By chain service is meant service in rotation, one after another, in their respective turns, in whatever work of an extra nature might be available.

Art. 21- Employees on sick leave, members of Syndicate committees or on leave, shall conserve and compute their rights of seniority during the time that they may be absent from their duties.

Art. 22- Absence from service because of sickness on the part of the employee, shall in no way affect the leave to which he has a right, according to the rules of this agreement.

Art. 23- Employees shall not lose their rights while engaged in the adjustment of any matter by virtue of which they were suspended; as a consequence of such. Those who shall fill their posts, shall be considered employed temporarily.

Art. 24- The seniority of the employees shall be considered and computed from the date that they shall have entered the services of the Company, not counting the time that they are absent from service, except in cases specified in a-

nother manner in this agreement.

Art. 25- The Company shall not recognize or honor rights lost by employees and in no case shall show preference to those who present official recommendations or particulars in order to enter or re-enter the service.

Art. 26- The rights of permanent employees, are the ones used in agreement with their respective Registers, seniority and ability in filling the vacancies to which they are entitled. Ability shall be established or determined by an examination, when necessary, and a like number of Company Representatives and Syndicate Representative shall serve on the examining Board.

Art. 27- The employees in the hire of the Company that do not fulfill the requisites of this agreement, shall have no rights, nor be entitled to the benefits that are established by the same. It is understood that this article is not retractive.

Art. 28- Rights are only lost when an employee resigns from the service, is fired for a defaming cause, duly proven, does not obey article 20 of this Contract, or when he ceases to belong to the Syndicate under the terms of Article 236 of the Federal Labor Law.

Art. 29- The employees that shall accept a position in another department retain their rights for NINETY (90) DAYS in order to return to their former employment, without losing in the new position their rights of SYSTEM, giving notice of their return FIVE (5) DAYS AHEAD of said return.

PROMOTIONS, VACANCIES AND EXCHANGES

Chapter V

Art. 30- There shall be four separate Registers as follows:

(1)- Janitors and Worker

(2)- COOKS, PORTERS and WAITERS

(3)- CONDUCTORS

(4)- OFFICE EMPLOYEES AND OTHERS (including Mechanics).

Art. 31- Order of promotions. Promotions can be had by all employees, in keeping with their rights and ability in the following manner:

(a)- From Janitor to Porter or Waiter.

(b)- From Porter to Waiter to Cook.

(c)- From Cook, Porter, or Waiter to Conductor.

(d)- Likewise from Office employee to Conductor or vice versa.

(e)- From Conductor to Inspector, Commissary or (Auditor).

(f)- From Inspector, Commissary (or Auditor) to Head Officer.

(g)- From Head Officer to Head of Department.

Art. 32- Vacant positions or those of recent creation will be placed on bulletins by the Company and will be filled in the following manner:

(a)- With Company employees to whom the promotion corresponds, in keeping with the rights acquired with the same.

(b)- With employees furnished by the Syndicate; and in case that the Syndicate is in no position to furnish the employee or employees, the Company shall consult with the Syndicate relative to the personnel that circumstance oblige it to employ.

Art. 33- The bulletins referred to in the preceding Article, shall state whether the vacancy is of a temporary nature or permanent, and shall be posted or published

for a period of fifteen (15) days. The assignments shall be made within ten days after the expiration of the bulletin. Only those vacancies of a temporary nature that shall exceed ninety- (90) days shall be bulletined.

Art. 34- Any employee who shall for any circumstance refuse the promotion to which he is entitled, retains all rights of the rating or category of his position.

Art. 35- Any employee that takes a post, upon not being able to fulfill the same in a period of seventy days, will return to his former position retaining all his prior rights.

Art. 36- It is the duty of the Company to inform the Syndicate, of all the vacancies and newly created posts that may occur in any line or office, with the end in view of watching developments to which article 32 of this Contract refers.

Art. 37- All employees shall be termed as permanent after having been assigned by bulletin, provided said assignment is in accord with the provisions of this Contract.

Art. 38- The employee who has finished his leave or temporary employment, and returns to his post, he has a right to fill, in keeping with the rights of seniority, the vacancies to which he is entitled, if such should have occurred during his absence.

Art. 39- When new posts of a permanent character are established; they will be considered as vacancies in the rating or category to which they correspond; and as temporary when their character be of a temporary nature, provided that they do

not exceed ninety days and filling them in both cases, with employees entitled to promotion in keeping with rules and regulations that may be decreed in conformity with this Contract.

Art. 40- With the approval of both contracting parties, the employees have the right to exchange among themselves with employees of other lines or posts of the same Company, temporary for a period of six months or definitely if convenient to the exchangers.

Art. 41- The employees retain their respective rights when they shall have effected an exchange either temporary or permanent.

Art. 42- The Company cannot allege incompetency of exchange employees, after thirty days have elapsed since change, and in cases where this is proven, the employees will return to their respective posts.

Art. 43- Exchanges in posts can only be made in posts rightfully acquired and said exchanges shall not be recognized when the interested parties shall have received notice of demotion, but until said changes in rating shall have taken place.

Art. 44- After a period of ninety days all employees shall be considered as permanent, and as a consequence, temporary employees shall not be held for a time greater than that indicated, except in cases foreseen in this Contract.

Art. 45- If upon being assigned to a post an employee feels that he is being underrated, he will make protest through the Syndicate within the term of thirty days starting with the date of the assignment; this period having expired

only claims from those who may be absent from service or those serving temporarily will be heard.

Art. 46- In the case of exchanges, when it is proven by the COMPANY and the Syndicate the existence of unfitness, incompentency or immorality on the part of any of those affected, the exchange will be considered void.

CHAPTER VI

Art. 47- The employees of any rating can only be removed or lose their positions for the following causes:

(a)- On a reduction of personnel in accord with the stipulations of this Contract.

(b)- For unfitness duly proven and alleged within the first seventy days of service, in this case keeping in mind the provisions set forth in article 35.

(c)- For all acts of larceny in various forms and classifications and for contraband duly proven.

X (d)- For appearing at, or being on duty in an intoxicated state, when this fact be proven immediately.

(e)- For the denigration (?) of the Company in any form stating false facts, which might cause its loss of prestige or its disorganization, whose acts shall be made known to and verified by the Syndicate.

(f)- For insubordination or quarrelling while in service.

(g)- For the abandonment of duty without a just cause.

(h)- For rudeness, discourtesy, disrespectfulness, suggestive indecency or any other improper conduct or immoral insinuations to the passengers.

(i)- By official request of the Syndicate when dealing with employees who resign or drop affiliation with it, in

which case the Company is relieved of all responsibility for such withdrawals.

(j)- For having charge against them in their service book seventy-one or more demerit marks, as set forth in Article 51.

Art. 48- No employee can or shall be deprived of employment or disciplined without just cause, or before having practised or exercised the respective investigations, to be made in the presence of the accused and the Committee from the Syndicate.

Art. 50- When an employee is deprived of employment without first carrying out what is prescribed in the preceding Article, the Company shall credit him with the full salary that he would have received during the time that he was out of the service, reinstating him immediately with all his rights. For all causes not meriting loss of employment, the employees shall be reprimanded and charged with demerit marks, according or depending on the charge. When the disciplinary measures imposed upon the employees consist of demerit marks, they shall not be anotated a single time less than five nor more than thirty, and always in multiples of five. The demerit marks shall be entered in the service sheet of the employee, with the date when the fault was committed, and said marks maybe cancelled with good service on a basis of five per month. By good service is meant that no marks of demerit shall have been charged during the period comprised from the following day, after the fault for which discipline is enforced, to the respective day when the month will have

elapsed.

Art. 51- The employee upon whose service sheet appear more than seventy demerit marks, without any cancellations, shall be dropped from the service.

Art. 52- The employees shall not be obligated to accept a transfer temporary or permanent to another place.

Art. 53- WHENEVER THE COMPANY SHALL ATTEMPT TO DROP ONE OR MORE POSITIONS BY SUPRESSION OR REDUCTION OF LINES, BY THE RAILROADS OR OTHER CAUSES THAT MAKE SUCH POSITION SUPERFLUOUS, THE COMPANY SHALL NOTIFY PREVIOUSLY THE SYNDICATE, INFORMING IT AT THE SAME TIME THE FACTS AND CIRCUMSTANCES THAT JUSTIFY THE REDUCTIONS, AND IF THE SYNDICATE DOES NOT GIVE ITS APPROVAL TO SUCH REDUCTIONS, THE TERMS OF ARTICLES 116 and 118 OF THE FEDERAL LABOR LAW SHALL BE APPLIED.

Art. 54- Upon the supression of one or more positions, the employee or employees that discharge them, have the right to fill, in keeping with their seniority in the System, a position of equal or inferior category or rating, making the changes in descending order of seniority based on the rating of the suppressed position, with the purpose of disposing of the newer members of the Register affected.

Art. 55- The employees that find themselves affected in the opinion of the preceding Article, have a term of fifteen days in which to exercise their rights. When this time has elapsed only the employees who have been absent from the service will be reckoned with, to whom the same rule will be applied from the date when they re-enter.

Art. 56- The employees who are notified of this, shall enjoy all the benefits of this Contract and as a consequence will have a right to the promotions that may originate before the expiration of the notification period.

Art. 57- Except in case of deceitfulness, never shall two or more disciplinary measures be applied for one same fault.

Art. 58- The following shall not be causes for discipline:

(a)- The irregularities that shall be committed for lack of instruction, for lack of clearness of contradiction of the same, provided that the employee shall have opportunely asked for a clarification of what in his concept is contradictory or confusing.

(b)- The irregularities incurred by the employees when in fact they have attempted to place beyond danger the interests of the Company in imminent cases.

(c)- The refusal to perform duties of a political nature.

Art. 59- Independently of the demerit marks, there shall be entered for the employees in their corresponding registers, the merit marks to which they have made themselves entitled by meritorious services and exceptional acts, these to be included in the discipline bulletins.

Art. 60- The employees' record can be inspected by them or their authorized representatives. When they cannot do it personally, and when they so request, a copy of the same will be sent to them.

CHAPTER VII

Art. 61- The employees, no matter what their category, will have duties charges and responsibilities in keeping with the work of their respective positions, and who shall be denominated by their titles due them by virtue of the principal work that they perform.

Art. 62- The responsibilities of the employees are limited to the ones that they may share during the hours that they are performing the duties, not recognizing those that could be attributed to them by accident or unforeseen causes, occurring beyond those hours, unless their culpability or complicity remains proven in the judgment of the Company and the Syndicate.

Art. 63- No employee shall be responsible for the bad acts of another employee when on the former only rests a moral responsibility, except in cases of complicity in the judgment of the Company and the Syndicate.

Art. 64- No employee shall be responsible for the delay or mishap that the performance of his duty may suffer, when by an increase of the same, duly proven, it is impossible to fulfill or perform them within respective work journeys or tasks.

Art. 65- The employees shall not be responsible for the deterioration or disorder that the equipment and other utensils in general entrusted to their care may suffer by virtue of work.

Art. 66- No employee shall be responsible for the loss or theft to whomsoever by the victim, if this is as a result of

lack of coffers, vaults, warehouses and other safety features that Company will furnish the employees for the due protection of the interests that may be entrusted to their care.

Art. 67- No claims nor correction against the employees will be honored when these are presented ninety days from the date when the error was committed. Save in the case when the correction may be caused by a deceitfulness.

Art. 68- No charges or responsibility shall be fixed against any employee without first giving him the opportunity for defense through his committee.

Art. 69- All deductions for responsibility, against the employees, only can be made by a previous attestation and compliance of the one concerned; but only one or two deductions shall be made during each month, whose total shall not exceed 15% monthly of the salary that is received by the employee, until the clearance of the indebtedness. In case of sickness, no discounts shall be imposed for responsibilities and in case of withdrawal the total shall be discounted.

Art. 70- If some employee is sued by the Company, and he proves his innocence, the Company shall re-instate him to his position with all his rights, he shall be paid his respective salary and the extra time that he failed to receive for all the time that he might have been out of the service (this to be determined by the sum that the employee who replaced him received). It is left to the judgment of the employee whether or not to ask for a reimbursement of the expense caused by the suit.

CHAPTER VIII

REGULATION RUNS AND EXTRA TIME

Art. 71- The daily run for all employees is set as 8 hours and the nightly run as 7 hours. By run is understood -- day run between the hours of 6:00 A.M. and 6:00 P.M. - night run between the hours of 6:00 P.M. and 6:00 A.M.; the daily run cannot be divided more than one time and with an interval no greater than (2) TWO HOURS, nor smaller than (1) ONE HOUR. Mixed runs shall be regarded, day or night, according to the greater proportion of time that they embrace; when the number of hours worked in the daily or nightly run be FOUR (4) that of the other shall be of THREE AND ONE-HALF (3½). Mixed and night runs cannot be divided.

FOR EMPLOYEES IN ABOARD SERVICE

Art. 72- The basis for the monthly service shall be constituted as 195 working hours; the dead head hours in service duly authorized, shall be counted as hours of service; when a regular assignment be less than 195 hours of monthly work, no deduction shall be made from the respective monthly salary fixed, as a consequence of this reduction.

Art. 73- The time of service shall be computed as continuous for each run, from the hour that the employee should report to begin his duties, up to the hour that he may be relieved, subject to the following deduction:

(A)- Authorized running time for rest during the night, when there is reserved space for sleeping purposes, with a maximum of six hours for each of the following nights.

Art. 74- The Company recognizes the established custom on its lines in regard to the limit of rest on aboard for Conductors, Porters, Waiters and Cooks, in keeping with the schedules actually in force, for the lines to which they refer; with the understanding that in the future, when dealing with new lines and runs that the Company may establish, this same point of the limitation of rest shall be a point for the study and decision of a mixed Committee made up by three representatives of both parties, for the purpose of adjusting said rest to the special needs of each line and run and in case of failure to agree said point to be settled by the Federal Board of Conciliation and Arbitration.

Art. 75- When the rest be of less than one hour no deduction shall be made from continuous time.

Art. 76- The employees in car service, shall have the right of having all the hours that they work accredited (except the hours in service on especial and additional runs) and shall receive pay for extra time at a rate of double time, for all the time that they work each month in excess of 195 hours.

Art. 77- Special tourist services are those in which a private party reserves a car to travel on special or excursion for a period greater than seventy-two hours.

(a)- Employees assigned to this service will be paid a compensation computed on a day basis, for the number of natural days that they devote in the same, the pay to be computed dividing their monthly salaries by the total number of days that the month might have during which this service is rend-

ered, and this quota shall be applied to the first three days that the same shall last, and one hundred per cent shall be added for all the subsequent days.

(b)- The employees will also receive a day of rest with pay for each six days that they may have devoted to these special tourist services.

Art. 78- Whenever the services of a road employee are used, during the periods of rest between two runs or relief he shall be granted additional pay for the work performed during the same.

Art. 79- When an employee be called to perform station service, collection of fares or any other extra service from aboard service, said services shall be paid for on an hour basis and shall be paid to him in addition to any other monthly remuneration, being credited with a minimum of three hours every time that he is called to perform said duty or service, even when his services are not made use of.

Art. 80- Employees, extras, in car service, that perform road service in place of a regular employee or extra assignments will receive in accord with the number of years of service, the compensation that the regular employee with the same number of years of service would receive for the same service, in accord with the type of service rendered or performed.

Art. 81- It is understood or agreed between both parties that the periods of rest given to the employees in car service outside of the hours of work stipulated comprises the rest corresponding to Sundays and that, as a consequence no reduction shall be made in the hours of work on this ac-

count. Of this periods of rest, the employees in car service shall be entitled to a corresponding part of no less than 96 monthly rest hours, in period of 24 consecutive hours or in multiples of them, to be effective at the residence terminal assigned to each employee.

Art. 82- In the rest hours before mentioned or stipulated the rest days that follow are not considered obligatory:

1st of May - 16th of September
25th of December

the same shall be considered as ordinary days in the assignments of duties without the corresponding extra compensation to the employees that may work on those days, but in view of this and as a reward, all the employees shall be entitled or have a right to an additional three days being added to their annual vacations are stipulated in Article 110.

Art. 83- The aboard personnel shall be granted an additional half hour of time beyond that actually set in reporting and dispensing of fares.

Art. 84- In case that an aboard employee be delayed more than thirty minutes in the regulation time of departure, due to the train being behind time, he shall receive pay on double time basis for the period of delay from the regulation time of departure.

Art. 85- The number of employees assigned to each run or line will be as follows:

Line 3809- Mexico City -- El Paso	10 Conductors 12 Porters
Line3802 - Mexico City -- Guadalajara	4 Conductors 4 Porters
Line 3809 -- San Louis Potosi-Tampico	3 Conductors 3 Porters

Art. 85-

Line 3821 -- Monterrey -- Torreon	3 Conductors 3½ Porters
Line 3844 -- Mexico City -- Nueve Laredo 3848	16 Conductors 16½ Porters
Line 3884, 3845- Guadalajara-Nogales, Son	7 Conductors 8 Porters
Line 3845-Mexico City-Nuevo Laredo	8 Porters
Line 3883-Guadalajara-Nogales, Son.	8 Porters
Line 3823-Guadalajara-Nogales, Son.	7 Waiters 7 Cooks
Line 3895-Mexico City-Nuevo Laredo	8 Waiters 8 Cooks
Line 3896-Mexico City-El Paso	11 Waiters 11 Cooks
Line 3897-Mexico City-Guadalajara	4 Porters 4 Waiters 4 Cooks.

FOR EMPLOYEES NOT ON BOARD SERVICE

Art. 86- The employees comprised within this title shall enjoy their weekly rest on the day of Sunday.

Art. 87- Extra time is interpreted as:

(a)- The time that the employees work on the days stated in Article 82.

(b)- Time worked on Sundays.

(c)- The time work before or after a regulation run.

(d)- The time that the employees work during the hour and time fixed for their meals.

(e)- The time that the employees work during hours and time fixed for their rest.

Art. 88- Extra time shall be compensated with 100% more than the salary set for the hours of a Normal Run, in agreement

with Article 92 of the Federal Labor Law.

Art. 89- Excepting in the cases fixed in clauses (a) and (e) of Article 87, for which Article 91 applies, the fractions of time up to thirty (30) minutes shall be compensated as a half hour, for more than THIRTY (30) MINUTES as (1) ONE HOUR. When in a day several fractions of time are worked, they shall be added and paid as a minimum HALF (½) HOUR.

Art. 90- For any extra time to be computed the monthly employee's salary shall be divided into TWO HUNDRED and EIGHT (208) HOURS, when his run be daily, and into ONE HUNDRED AND EIGHTY-TWO (182) HOURS, when his run be nightly. When the mixed run be of SEVEN AND ONE HALF HOURS (7½) it shall be divided into ONE HUNDRED AND NINETY-FIVE (195) HOURS.

Art. 91- Any employee who is called to perform any work beyond his work hours, will be obligated to perform only that particular work and receive pay as extra time, although his services are not made use of.

Art. 92- Extra ordinary time shall be accredited to the employee that has duly performed the same and in no case shall he be compensated for the work. If an employee should work on a day of fixed rests an equal rest time shall be credited to him during or within the following week said day of rest to be fixed previously by mutual consent. The regulation day of rest shall be Sunday for all Office, Commissary and Yard employees. Whenever by the nature of their work they shall not be able to rest on Sunday, they shall act in accordance with this Article.

Art. 93- For all extra work, the order from the Head of the Office shall be indespensable, as soon as it may be possible, who shall be duty bound to sign, at his convenience the corresponding extra time sheets as proof of the work performed and to return the same with the proper notation in writing in case of their refusal.

Art. 94- The employees at their terminal shall not be required to work more than (3) THREE HOURS EXTRA, nor more than THREE (3) consecutive times and in case of sickness, no time whatever.

Art. 95- The regulation rests assigned to the employees at present cannot be modified unless with the consent of both contracting parties in first place, or in case it be needed, by a resolution under the terms of the Law. Standard Sleeper Car crews shall not be forced to make more than round trips (two) without being relieved.

CHAPTER IX

PAY

Art. 96- Pay during vacation or sickness, when allowed by the Company shall be paid in full when the first pay rolls are formulated.

Art. 97- When an employee travesl (D.H) in service he shall receive full pay, and he shall have the right to occupy and upper berth and receive free meals up to two pesos on special rates quoted to employees.

Art. 98- Judicial notification of the attachment of wages shall not be cause for disciplining or discharging the employees.

Art. 99- All extra time sheets that fulfill the requisites of Arti-

cle 93 shall be liquidated on the sheet of the following month.

Art. 100- The salary of the employees that this agreement deals with shall be paid after the expiration fifteenth day, without requiring any requisites, only previous identification.

Art. 101- The Company shall be required to cover without unnecessary delay all balances of account of the employees that withdraw or leave the service voluntarily, whether they be salaries, expenses or reimbursements.

CHAPTER X

VACATIONS-LEAVE OF ABSENCE

102- Art. The employees shall enjoy leave of absence having accruing seniority rights:

(a)- For purpose of rest.

(b)- On account of sickness.

(c)- On account of guild duties.

(d)- In order to fill official Company posts.

(e)- Leave of absence for rest, are those that the employees enjoy in the nature of vacations and those for which they may ask without pay and whose maximum be NINETY (90) days annually.

(2)- Leaves of absence on account of sickness those which must be granted to the employees as prescribed by a doctor and based on the conditions established in the respective Chapter of this agreement or contract.

(3)- Leave of absence for guild duties are those that the Syndicate may ask for, in behalf of the employee, without pay.

(4)- The employees who may fill positions "Out of Register",

will be considered as on leave of absence on the Register of the employment that they held.

Art. 103- At the termination of the leave of absence mentioned in the former article, the employees shall return to the posts that they held before leave of absence, or to the one to which they are entitled if changes should have occurred.

Art. 104- The employees may enjoy leave of absence, without accruing rights, but maintaining previous ones without pay, in order to fill public positions by popular election, or in order to devote themselves to other activities.

Art. 105- The maximum time of leave of absence to which the preceding Article refers, shall be ONE (1) year, at the expiration of which, the employee shall be considered out of employment.

Art. 106- The employees that wish to enjoy the leave of absence to which Article 104 refers for more than one (1) year, are required to return to the service for at least one run upon the expiration of the period pointed out by the Article. From that date will start the subsequent period and thus successively.

Art. 107- The employees shall enjoy leave of absence according to Article 104 and having complied with the stipulations of Article 106, will return to their posts or to the ones which may correspond them if there has been effected descending changes.

Art. 108- Independently of the former absences of leave and without taking them into consideration for the granting of the same, the Heads of Office can grant to the employees economic leave of absence without pay, the favored one being required to amend

any loss or arrears that their posts may suffer, with the least delay possible.

Art. 109- From the period of time required to be eligible for vacations, no deductions shall be made for periods of time less than THIRTY (30) DAYS during which time an employee has been sick or on economic leave of absence.

Art. 110- The Company personnel shall enjoy annual vacations with pay on the basis of FOUR (4) days for the first year of service and SIX (6) days thereafter following the second year of service. Office employees and Commissary employees and Electricians are entitled to vacations with pay on the basis of (14) FOURTEEN days for each year of service. The extra personnel of the Company shall have a right to enjoy vacations with pay in accord with the preceding stipulations for each THREE HUNDRED AND TWELVE (312) DAYS of actual work. Vacations are not cumulative. The period of services shall be computed from the date that the employee may have entered the employ of the Company with any one denomination.

Art. 111- In order to compute service time required to be eligible for vacations, the date during which the employee should or ought to have enjoyed the same shall be taken into account.

Art. 112- If upon computing the date for the vacation, as is provided in the preceding Articles, it is found that some employee has enjoyed the leave of absence mentioned in Articles 102 and 104, the Company shall grant him a vacation with pay in proportion to the months worked although they may not be consecutive, subjecting itself to a minimum of SIX (6)

months. If the employee has not fulfilled this minimum, he shall be required to fulfill the same and from that date his subsequent vacations will be computed.

CHAPTER XI

PASSES AND FRANCHISES

Art. 113- The Company will extend to the Syndicate an annual pass for its General Secretary and trip passes with stop-overs when he himself requests it, for the purpose of attending to business pertaining to the Syndicate in character.

Art. 114- The Company will arrange with the Railroad Companies of the Republic, with which it may have performed some Contract, for the extention of pass for its employees and their close families, and at reduced rates for other relations or relatives when the interested parties thus request it, once a year and whenever it be necessary because of entering the service, change of residence, sickness on their part or on the part of one of their blood relatives, or upon leaving the service provided that not on account of defaming reasons, the Company granting in the cases mentioned passes for only one trip and for the necessary number of upper berths.

Art. 115- When an employee is transferred from one city to another by reason of a Company order that makes the change necessary, or because of an exchange in agreement with the terms of this contract, the Company will stand the cost of transferring the house furnishings.

CHAPTER XII

GENERAL PROVISIONS

Art. 116- The Company will heed to the requests that the Syndicate may make relative to an increase in salaries, personnel or a readjustment of duties, previously and respectively justified, and will resolve them with the greatest brevity possible.

Art. 117- The Heads of Departments or Offices will attend to the claims that the Syndicate might make for the breach of this contract and also, to the cases of adjustment that may be presented within its jurisdiction, referring the same immediately to their immediate superiors in case that they have been able to adjust the same.

Art. 118- The Company will pay the premium of all bonds that it may demand of the personnel.

Art. 119- The Company agrees to furnish all the tools or materials to the personnel necessary for the performance of their duties.

Art. 120- The Representatives of the Company and the Syndicate are agreed to deal with each other mutually and with all due attention and consideration.

Art. 121- In cases of leaving the service, the Company will furnish to the interested party a service certificate which will ~~xxxx~~ show the rating of the last position, the positions that he has fulfilled, the salary assigned to each, date of entering and leaving, reason for this and a general appraisement of his knowledge, conduct and honesty. The interested party will furnish the stamps and sign the document, when he has found it to his satisfaction.

Art. 122- The Company will furnish the employees with letters of identification whenever they request it.

Art. 123- The Company will furnish the employees with copies of their

service sheets or records whenever they request them.

Art. 124- The Company does not bind itself to receive representations from the employees unless they be brought through the channels of the Syndicate or by persons duly authorized by the same.

Art. 125- The Company is duty bound to comply with that which is provided in division XV of Article 123 of the Civil Constitution of the Land with the end of avoiding that the personnel of any Office or Department perform their duties in the inclemency of the weather. When to all practical purpose it be impossible to work owing to continual rain or bad-weather, etc., the personnel will remain under cover and receive their full corresponding salary; this Article being inapplicable to the employees whose ordinary duties are performed in the unseasonableness of the weather.

Art. 126- Under no circumstances shall the Company use the employees in undertaking of a police nature.

Art. 127- The Company agrees that the Syndicate Committees entrusted with the adjustment of difficulties in the Offices can effect this within their working hours without injury to their duties.

Art. 127- When some imminent danger is impending that could occasion injury to one or several employees, these shall have the right to refuse to work, giving immediate notice to their respective Head.

Art. 129- The Company agrees that in the opinion of Constitutional Article 123 the employees have the right to strike.

Art. 130- The personnel that works consecutively or a time greater than FIVE (5) HOURS shall be entitled and have the right

without injury to their work to dispose of FIFTEEN (15) MINUTES for a refreshment.

Art. 131- The employees outside of working hours may devote themselves to any legal business or activity.

Art. 132- All the employees from the various offices of the System shall only perform such work as is related with official service of the Company.

Art. 133- In accord with Clause VII of Article 123 of the Civil Constitution of the Land, the salaries must correspond always with the category of the work that the personnel performs; in consequence, for like work there must be a corresponding like compensation without taking into account sex, nor nationality.

Art. 134- The Company will not recognize the representation of other societies for the defense of the employees, and binds itself not to recognize, foster or foment, directly or indirectly any association that is made up or in the future will be made with elements that ought to belong to the Syndicate.

Art. 135- The Company will make known to the Syndicate, the cases when some employee member of the Syndicate shall have himself subject to discipline with the end that the respective investigation will be made opportunely and subsequently in mutual understanding the Company and the Syndicate will dictate the corresponding verdict.

Art. 136- All the employees will be given the opportunity to learn the corresponding work of the positions superior to the ones they occupy, as circumstances permit it.

Art. 137- The Company will give the necessary orders in order that the employees.

ANALYSIS OF DISTRIBUTION, SUB-CLASSIFICATIONS AND OVERALL PLAN FOR PROCEEDING WITH CAMPAIGN TO SECURE RIGHT TO REPRESENT CARMEN (INCLUDING CAR CLEANERS, MACHANICS, PAINTERS AND UPHOLSTERERS) EMPLOYED BY THE PULLMAN COMPANY IN THE UNITED STATES.

NUMBER AND LOCATION OF EMPLOYES INVOLVED

As of November 1, 1946, Pullman employed a total of 8,716 Carmen. (This total has been materially reduced but the overall distribution on the basis of percentages is still about the same.) Of the 8,716 total, 4,785 or 55% were Car Cleaners.

These employes are scattered in 105 terminals. However, a study of the attached listings of employment of Carmen in the various Terminals discloses the fact that 91% of these workers are concentrated in 27 of the 105 Terminals.

The New York Zone has approximately 40% of the total. Chicago Zone follows with 26%. The Pacific Coast Zone has 13½%, St. Louis (Southwestern) 13% and the Detroit Zone 7½%. These figures are set forth because it is felt that organizing forces should be assigned accordingly.

COORDINATOR

The International Secretary-Treasurer should be the Coordinator of the Campaign. Vice Presidents and Zone Supervisors should make weekly reports to the Coordinator on all activities of the drive. These reports to the Coordinator should cover progress or lack of progress in every terminal in the Zone.

TIMING

The drive, to secure current authorizations, should officially open on October 1, 1947, and carried through to have the necessary number properly signed and listed not later than December 1, 1947.

All Brotherhood Zone Supervisors should be instructed by the International President to write each Pullman Porter Local, each Carmen Local and each Storeroom Non-Clerical Local at least two weeks before the official opening of the drive, informing them of the coming drive and furnishing them with a generous supply of blank authorization forms. In addition, personal letters should be addressed to the Presidents, Secretary-Treasurers and Organizing Committee Chairmen, placing upon them a personal responsibility to see that the drive goes forward in the respective Terminals.

At least one week before October 1, 1947, the initial literature should be in the hands of our local people together with personalized letters from the Zone Supervisors, requesting full distribution and an immediate report on results and the reaction of the workers, with particular emphasis on the attitude towards signing authorization forms.

The success of the drive will depend to a large extent upon the Coordinator being constantly advised of attitudes and conditions being met all over the Nation. This will enable him to throw the weight of the Organization where it is most needed and/or will do the most good.

STRATEGY FOR SMALL TERMINALS

We now have in our possession an almost complete list of the names and addresses of all Carmen employed in Terminals with less than 50 employed in this classification. Our intention is to line up these people without expense (other than mailing).

In each of these places the Zone Supervisors already have one or more key persons. The Zone Supervisor should; in writing these key workers, explain fully how that Terminal is to be lined up. Namely, the key worker or workers are to be furnished with authorization forms by the Zone Supervisor, the key worker will then begin making personal contacts for the purpose of getting signatures.

The Campaign Coordinator should use the available mailing lists (referred to in first paragraph of this section) to make direct direct mail contacts with the individual workers, prior to beginning of drive, two weeks after drive opens and seven (7) weeks after drive opens.

The first letter should announce the opening of the Campaign and give reasons, such as: the large number of Carmen who, following the last election, urged that we continue the effort; the fact that more Carmen voted for us in the last election than for any of the other four contending organizations; the fact that the next election will be decisive because of the new rule providing for run-off elections, plus the run-of-the-mill reasons used heretofore. This letter should ask that the individual contact the Coordinator if he is not approached by our local keyman.

The second letter should report enthusiastic response from Carmen. The final letter should advise the approximate time application will be made to the Board giving information on voting by mail and urge the individual to use his influence to get all Carmen to vote for us. This final letter should be addressed to workers who have signed authorization forms.

STRATEGY FOR LARGER TERMINALS

(a) The Campaign in the larger Terminals should be spearheaded by experienced (wherever possible) organizers.

(b) Two weeks before the drive opens, the Zone Supervisor will take steps to alert and go through the initial stages of setting up City-wide committees composed of Storeroom employes, functioning Car Cleaner groups, Brotherhood organizing committees and the top local officers of these groups. (Emphasis should be placed on the effort to get these officers to feel a personal responsibility for making the local Campaign succeed.) Names and addresses of City-wide committees are to be sent the Coordinator.

(c) With reference to the effective use of Storeroom forces, it is recommended that every effort be made to begin negotiations for these people before the Carmen drive opens. If this is impossible, then we should take the minimum step already taken by the Electrical Workers, namely: formally take over the Company union agreement, and change the existing provision for carrying final appeals to the Pullman System Board of Adjustment.

(d) Where we have functioning Car Cleaner groups, the Zone Supervisors, with the assistance of Brotherhood Local officers, should immediately begin building up the spirit and the belief that the Campaign can be won.

The foregoing points (a to d) are designed to soften up the situation to be faced when the organizers move in.

After the organizer comes in:

(e) Contacts shall be made by organizers in the yards, at the gates and in the homes. Active people in the yards should be called upon to furnish the organizer with addresses of fellow workers, together with information on the shift worked by these people. Brotherhood Locals should be thoroughly combed for information on social, church, fraternal, etc., contacts existing between Brotherhood or Auxiliary members and members of local Carmen groups. These should be exploited fully.

(f) The organizer should immediately seek to determine from local mores, customs, etc. just what kind of social or other group activity would best draw out large numbers of Carmen. Consideration should be given to the following possibilities: dances, parties, card parties, special meetings on R.R.A., workmen's compensation, etc.

(g) Rallies. After the Campaign has been under way in the large Terminals (New York, Washington, Chicago, St. Louis, San Francisco, Los Angeles, etc.) for a month, large rallies should be staged with either Randolph, Webster or Dellums scheduled to speak and free refreshments served to the workers and their families. Promotion of these rallies should begin at or before the time the drive starts. Admission to other Brotherhood people could be on the basis of being required to bring one member of Carmen's group. On such programs it would be helpful to include and advertise participation by popular local leaders connected with other local organizations, providing, of course, that it is determined in advance that such persons are pro-labor and pro-Brotherhood.

ORGANIZING FORCE

At points where as many as 150 Carmen are employed, an organizer should be assigned for at least three weeks. At points with from 250 to 600, an organizer should be assigned for at least a month. At New York and Chicago two organizers should be kept on the job throughout the Campaign.

Extreme care should be exercised in selecting organizers to be certain that the men assigned know the Brotherhood, are acquainted with yard problems, can talk convincingly, are themselves sold on the necessity of organizing Carmen; and, above all, are men who will spend their full time in the field pushing the drive. These men should be acquainted with the several successes met in adjusting grievances for yard and storeroom employes. They should make an effort to handle current complaints.

LITERATURE

Special care should be given to the subject of propaganda. All leaflets should emphasize the problem of inter-racial relationships. The white Carmen must be made to

know that we solicit their support. Therefore, pamphlets must be slanted to get this idea sold both in the shops and yards.

There should be three or more different pieces of literature during the sixty (60) day effort for both yards and shops--one dealing with the general problems; one designed to minimize the Company union and its influences; one showing progress of Campaign with high lights of all current propaganda material.

The "Black Worker" should devote a full page each issue to the problems before and during the Campaign that has been made available to them. Literature should be simple and expressive. Slogans should be developed, and cartoons should be used as extensively as possible. In so far as possible, news releases and bulletins should be sent to all papers. Zone Supervisors should be sent copies of releases to be used in local papers since every avenue should be used to keep the drive before the employes vital and alive.

REPORTS

The local organizing committees should be instructed to report weekly to local presidents, who in turn, will send to the Zone officers weekly reports of all important experiences so that a complete picture can be made to the National Coordinator by Zone officers. The National Coordinator will in turn, send a full report to the Zone officers giving detailed information about the overall Campaign.

COST

On the basis of the recommendations set forth u nder sub-head on "Organizing Force", the cost in salaries (at $250 per calender month) would be $5,125. This figure contemplates organizers spending ¼ of a month (average) working at points where less than 150 Carmen are employed.

It is impossible to estimate the cost for travel and per diem until the organizers are selected. However, some of the organizers are already on the payroll and will cause no additional expense. This will automatically cut the $5,125 figure above.

GENERAL

All Carmen who paid the joining fee and became members will be exempted from all back fee, and will be permitted to reinstate by paying the current month's dues. This dispensation to be given during the Campaign only.

While it is a mathamatical possibility to win the election in the yards, it is highly improbable. Therefore, the employes in the shops must have special attention. We must frankly face the fact that in the last election, while we blasted the yard Company union, the shop Company union remained intact and won over all contenders by more than a comfortable majority. Our experience with Storeroom Non-clerical employes in the shops and the Electrical Workers experience with Electricians in the shops since the last election, shows clearly that the shop Company union still exercises a tremendous influence on the thinking of all shop employes. Therefore, our best men should be assigned to places where shops are located.

The National Distribution of the 8,716 Carmen (which includes car cleaners, machinists, painters and upholsterers) was as follows in Brotherhood Zones on November 1, 1946: (This total included 4,785 car cleaners and 3,931 skilled workers)

NEW YORK ZONE

Albany	- 10	
Asheville	- 9	
Atlantic City	- 8	
Augusta	- 8	
Atlanta	- 294	(Inc. 205 shop)
Baltimore	- 23	
Birmingham	- 18	
Boston	- 185	
Buffalo	- 601	(Inc. 530 shop)
Brunswick, Ga.	- 1	
Charleston, S.C.	- 3	
Cape Charles	- 7	
Charlotte, N.C.	- 6	
Columbia, S. C.	- 3	
Columbus, Ga.	- 1	
Fayetteville, N.C.	- 9	
Greensboro, N.C.	- 16	
Jacksonville	- 60	
Miami, Fla.	- 90	
Montgomery	- 10	
New York	-1079	
Niagara Falls	- 1	
Norfolk, Va.	- 24	
Petersburg, Va.	- 2	
Philadelphia	- 136	
Phoebus, Va.	- 5	
Portland, Ma.	- 4	
Raleigh, N.C.	- 8	
Richmond, Va.	- 25	
Roanoke, Va.	- 4	
Rochester	- 4	
Saranic Lake	- 3	
St. Petersburgh, Fla	- 21	
Savannah, Ga.	- 15	
Springfield, Mass.	- 16	
Syracuse, N.Y.	- 4	
Tampa	- 17	
Washington, D. C.	- 384	
Wilmington, N.C.	- 6	
Winston Salem	- 1	
Wilmington Shops	- 284	
Total	3405	

CHICAGO ZONE

Chicago	-	1865	(Inc. 637 shop)
Council Bluffs	-	6	
Denver	-	143	
Des Moines	-	3	
Duluth	-	4	
Kansas City	-	117	
Milwaukee	-	1	
Minneapolis	-	55	
Oklahoma City	-	13	
Omaha	-	23	
St. Paul	-	30	
Total		2260	

DETROIT ZONE

Akron	-	3
Detroit	-	116
Cincinnati	-	140
Cleveland	-	97
Columbus	-	12
Chattanooga	-	9
Grand Rapids, Mich.	-	5
Indianapolis	-	58
Knoxville	-	4
Louisville	-	41
Nashville	-	14
Pittsburgh	-	140
Toledo	-	6
Total		645

PACIFIC COAST ZONE

Belin	-	3	
Clovis	-	6	
Los Angeles	-	378	
Ogden	-	2	
Phoenix	-	6	
Portland	-	67	
Salt Lake City	-	46	
St. Andia	-	6	
San Francisco	-	637	(Inc. 280 shop)
Seattle	-	68	
Spokane	-	14	
Tacoma	-	13	
Tucson	-	5	
Total		1251	

ST. LOUIS ZONE

Amarillo	- 1	
Corpus Christe	- 6	
Dallas	- 38	
El Paso	- 23	
Fort Worth	- 54	
Galveston	- 14	
Houston	- 61	
Little Rock	- 11	
Memphis	- 47	
New Orleans	- 121	
St. Louis	- 666	(Inc. 313 shop)
San Antonio	- 59	
Temple, Tex.	- 5	
Wichita Falls	- 5	
Total	1118	

Note #1 - All Carmen in shops are skilled workers.

Note #2 - The percentage for each Zone is approximately as follows: New York- 40%, Chicago- 26%, Pacific Coast- 13½%, St. Louis- 13%, Detroit- 7½%.

There are a total of 105 Terminals at which Pullman employs Carmen. At only 27 of these points were more than 50 Carmen employed as of November 1st, 1946. HOWEVER, APPROXIMATELY 91% OF ALL CARMEN WERE EMPLOYED AT THESE 27 POINTS.

For purposes of determining organizing strategy these 27 key points are listed below:

NEW YORK ZONE

Atlanta	- 294	(Inc. 205 skilled in shops)
Boston	- 185	
Buffalo	- 601	(Inc. 530 skilled in shops)
Jacksonville	- 60	
Miami	- 90	
New York	- 1079	
Philadelphia	- 136	
Washington	- 384	
Wilmington Shops	- 284	(All skilled)
Zone Total	3113	

CHICAGO ZONE

Chicago	- 1865	(Inc. 637 skilled in shops)
Denver	- 143	
Kansas City	- 117	
Minneapolis	- 55	
Zone Total	2180	

PACIFIC COAST

Los Angeles	- 378	
Portland	- 67	
San Francisco	- 637	(Inc. 280 skilled in shops)
Seattle	- 68	
Zone Total	1150	

ST. LOUIS ZONE

Fort Worth	- 54	
Houston	- 61	
New Orleans	- 181	
St. Louis	- 666	(Inc. 313 skilled in shops)
San Antonio	- 59	
Zone Total	1021	

DETROIT ZONE

Cincinnati	- 140
Cleveland	- 97
Detroit	- 116
Indianapolis	- 58
Pittsburgh	- 140
Zone Total	551

GRAND TOTAL (All Zones) - - - - - - - - - - - - 8,015

Oct. 23 - Georgia Railroad - requested execution of Agreement

Nov. 3 - B. & O. - Requested conference to discuss Union Shop

Nov. 18 - B. & O. - Railroad answered letter of Nov. 3, refusing to grant conference.

Nov. 24 - B. & O. - Renewed request for conference.

37½ cents Increase - Operating employees

Atchison, Topeka, Santa Fe	✓ Granted
Kansas City Southern	✓ - Granted
Missouri-Kansas-Texas	✓ Granted
Missouri Pacific	✓ - Granted
St. Louis Southwestern	✓ Granted
Texas and New Orleans	✓ Granted
Texas and Pacific	✓ Granted
Intl. Great Northern	✓ Granted

Dec. 30 - Wrote above railroads requesting conference to grant 5 cents increase to operating employees.

Cost of Living Increase

A.C.L. ✓

B. & O. ✓

Central of Ga. ✓

Chesapeake and Ohio ✓

Lackawanna ✓

Erie ✓

Georgia R. R. ✓

Lehigh Valley ✓

S. A. L. ✓

Atchison, Topeka, Santa Fe

Burlington

Chicago & Eastern Ill.

Chicago, Milwaukee, St. Paul ✓

Chicago and North Western

Denver and Rio Grande

Soo Line ✓

Union Pacific ✓

G. M. & O. ✓

Southern Pacific ✓

Western Pacific ✓

Cost of Living Increase

Ft. Worth and Denver City

Ill. Central ✓

Kansas City Southern

M. K. T.

Missouri Pacific ✓

St. Louis Southwestern

Texas and New Orleans

Wabash ✓

Intl. Great Northern

Canadian Pacific

Northern Alberta

Cost of Living Increase

Oct. 23 - Georgia Railroad - requested execution of Agreement

Nov. 3 - B. & O. - Requested conference to discuss Union Shop

Cost of Living Increase

37½ cents Increase - Operating employees

Atchison, Topeka, Santa Fe -

Kansas City Southern -

Missouri-Kansas-Texas -

Missouri Pacific -

St. Louis Southwestern -

Texas and New Orleans -

Texas and Pacific -

Intl. Great Northern -

Cost of Living Increase

A.C.L. - ✓

B & O - ✓

Central of Ga. - ✓

Chesapeake & Ohio - ✓

Lackawanna - ✓

Erie - ✓

Georgia R. R. - ✓

Lehigh Valley - ✓

S. A. L. - ✓

Atchison, Topeka, Santa Fe -

Burlington -

Chicago & Eastern Ill. -

Chicago, Milwaukee, St. Paul - ✓

Chicago and North Western -

Denver and Rio Grande -

Soo Line - ✓

Union Pacific - ✓

G. M. & O. - ✓

Southern Pacific - ✓

Western Pacific - ✓

Cost of Living Increase

Ft. Worth and Denver City -

Ill. Central - ✓

Kansas City Southern -

M. K. T. -

Missouri Pacific - ✓

St. Louis Southwestern -

Tex. and New Orleans -

Tex. and Pacific -

Wabash - ✓

Intl. Great Northern -

Canadian Pacific -

Northern Alberta -

ASA PHILIP RANDOLPH

SUBJECT FILE BROTHERHOOD OF SLEEPING CAR PORTERS

1949

Assignments
New York Central Lines

ASSIGNMENTS
NEW YORK DIVISION

NEW YORK CENTRAL LINES

Going				Returning			Figure for Round trip	No. men in limited		
No.	Car No.	Line No.	To	No.	Car No.	Line No.		6/1/49	9/1/49	
11	117	5169	Sp.L.	[redacted]	[redacted]		[redacted] 00"	[redacted]	6	1/2
	118	1528	"	12	126		30" 00"	5	5 3/4	3/4
17	177	5169	Chgo	8	57		35" 15"	4 1/3	4 3/4	5/12
	172	5169	"	[illegible]	5069	IC	34" 05"	4 1/3	4 1/2	1/6
	173	5169	"	8	62		35" 15"	4 1/3	4 1/2	1/6
	176	5221	S.Spdh	8	5060		33" 15"	4 1/3	4 1/3	1/3
19	192	5221	Chgo	8	957		28" 10"	5	5 1/2	1/2
	194	5229	Toledo	[illegible]	959		27" 05"	3 1/3	4 1/5	13/15
21	210	5046	Cleve	16	502		25" 55"	3 1/3	3 3/4	5/12
	212	5701	Toronto	16	527		25" 35"	3	3 1/4	1/4
	214	5701	"	16	554		23" 35"	3	3 1/4	1/4
	215	5700	"	16	572		23" 25"	3 [illegible]	3	—
	216	1535	Malone	44	725		21" 55"	3	3 1/4	1/4
	218	1551	Lk.Pleas	44	721		22" 25"	3	3 1/4	1/4
	2101	5502	Mont'l	72	125	IC	27" 30"	3 1/2	4	1/2
	213							3	3 1/6	1/6
	217							2 1/2	3	1/2
25	257	5162	Chgo	26	257		25" 50"	4	4 1/4	1/4
	256	5162	"	26	256		25" 50"	4	4 1/4	1/4
	255	5162	"	26	255		25" 50"	4	4 1/4	1/4
	254	5161	"	26	254		25" 50"	4	4 1/4	1/4
	253	5161	"	26	253		25" 50"	4	4 1/4	1/4
	252	5163	"	26	252		25" 50"	4	4 1/4	1/4
	251	5163	"	26n	251		25" 50"	4	4 1/4	1/4
29	291	1529	N. Falls	82	2461		23" 35"	2 1/2	3	1/2
	292	1528	"	8	2460	IC	26" 05"	3 1/3	3 3/4	5/12
35	355	1576	Rutland	44			20" 50"	3	3	—
	350	1547	Massena	44	770		20" 50"	3	3 1/6	1/6
	352	1543	Watertn	44	773	IC	20" 45"	2 1/2	2 1/2	—
	351	1554	Ogdensbg	44	767	IC	21"30"	3	3	—
	353	5552	Mont'l	72	20		24" 45"	3	3 1/2	1/2
	354	1537	Burlgtn	72	21	IC	20" 50"	3	3	—

ARRANGEMENTS
NEW YORK DISTRICT

NEW YORK CENTRAL LINES

Going				Returning			Hours for round trip	No. cars in line 6/1/40	9/1/40	Diff.
No.	Day No.	Line No.	To	No.	Day No.	Line No.				
39	309	5089	Chgo	8	24		30°	5	5 3/4	3/4
41	416	1566	St. L.	39	243			5 1/2	6	1/2
	411	5177	" "	24	245		45°	5 1/2	6	1/2
47	470	[illegible]	Det	48	402		20°	3	3 1/3	1/3
	471	5179	"	48	401		20° 15"	3	3 1/3	1/3
	472	5179	"	48	404		20° 45"	3	3	—
	475	5185	"	48	403		20° 30"	3 1/2	3 1/2	—
	478	5218	"	48	400		20° 30"	3 1/2	4	1/2
	4701	5232	N. City	44	5341	10	25°	4 1/3	4 2/3	1/3
57	575	5155	Cleve	58	503		24° 45"	3	3 1/2	1/2
	572	5152	"	58	505		26° 15"	3 1/3	3 5/12	5/12
	573	5155	"	58	506		25° 50"	2 1/2	3	1/2
59	595	5523	Chgo	68	605		32° 35"	4	4 1/2	1/2
	591	5189	"	68	606		34° 35"	4 1/3	5	2/3
	~~5595~~	~~1569~~	~~St. L.~~	~~38~~	~~302~~	CANCELLED	~~40°~~	~~2~~		
61	613	1539	Bost'l	62	31		21° 35"	3	3 1/6	1/6
	614	1539	"	62	29		21° 55"	3	3 1/6	1/6
	611	5564	"	32	28		20° 35"	3	3	—
	610	5562	"	62	26		21° 05	3	3	—
	615	5565	"	62	30		21° 35"	3	3 1/6	1/6
	616	5569	"	62	32		21° 55"	3	3	—
	617	5565	"	62	33		21° 55"	3	3 1/6	1/6
63	~~633~~	~~5163~~	~~Chgo~~	~~68~~	~~68~~	CANCELLED	~~30° 45"~~	~~4~~		
65	651	5227	Chgo	66	663		32°	4	4 1/2	1/2
	650	5220	"	22	221		32° 20"	4	4 1/2	1/2
	653	5168	"	66	662		33° 30"	4 1/3	4 3/4	5/12
	656							4	4 1/2	1/2

ARRIVALS
NEW YORK DISTRICT

NEW YORK CENTRAL LINES

Going				Returning			Hours for Round trip	No. cars in train 8/1/40	No. cars in train 9/1/40	
Train No.	Train No.	Time No.	To	Train No.	Train No.	Line No.				
67	670	5217	Chgo	70	705	1525	36° 50"	4 1/2	5	1/2
	671	5217	"	68	664		32° 15"	4	4 1/2	1/2
	670A	5217	"	68	6000		31° 45"	4	4 1/3	1/3
	672	5105	"	66	651		31° 45"	4	4 1/3	1/3
	674	5106	"	68	668		30° 40"	4	4 1/4	1/4
	675	5106	"	68	685		32° 45"	4	4 1/2	1/2
	673	5170	"	68	681		31° 10"	4	4 1/3	1/3
	676	5105	"	22	224		30° 55"	4	4 1/3	1/3
81	616	5235	Bfalo	82	822		22°	3	3	-
	6135	1579	Roch	704 10	3641	IC	37° 10"	5	5 1/3	1/3
	6137	1527	Roch	34	364	IC	26° 45"	3 1/3	3 1/3	1/3
99	986	1720	Toronto	16	569	IC	25° 20"	3 1/2	3 1/2	1/2
	989	5150	Roch	66	6001		30° 30"	3	3	-
	993	5234	"	66	6000		30° 30"	3	3	-
	991	1530	"	34	340	IC	30° 05"	3	3	-
	992	5234	"	66	6002		30° 30"	2 1/2	2 1/2	-
	994	5240	Syr	34	347		30° 35"	3	3 1/2	1/2
	995	5249	"	34	342		21° 35"	2 1/2	2 1/2	-
	997	1540	Oswego	34	345	IC	30° 25"	2 1/2	2 1/2	-
	998	1534	Utica	34	343	IC	30° 30"	3	3	-
163	1633	1575	Syr	52	423		30° 30"	3	3 1/3	1/3

ABSENTEEISM
NEW YORK DISTRICT

NEW HAVEN LINES

GOING				RETURNING			Hours for Round trip	No. men in line		
Tr. No.	Sup No.	Line No.	TO	Tr. No.	Sup No.	Line No.		6/1/40	9/1/40	
2	103	1401	Bost	3	155	1401	21° 30"	3	3	—
	104	1401	"	3	154	1401	21° 30"	3 1/2	2 1/2	—
	105	1401	"	3	153	1401	21° 30"	3	3	—
	106	1405	"	3	152	1405	20° 30"	3	3	—
	107	1405	"	3	151	1405	20° 30"	3	3	—
	109	1401	"	3	149	1401				
	110	1401	"	3	148	1401				
	112	1401	"	3	146	1401	20° 30"	2 1/2	2 1/2	—
Cars 109-110 Ex Fri-Sat B. R. fill Friday										
4	~~[illegible]~~	~~[illegible]~~	~~Bost~~	~~3~~	~~[illegible]~~	~~[illegible]~~	~~21° 30"~~	~~2 1/2~~		
	35	1402	Prov	5	107	1402	20° 45"	3	3	—
	36	1409	"	5	108	1409	20° 45"	2 1/2	2 1/2	—
56	60	1405	Spgfld	90	61	IC	24° 15"	2 1/2	3	1/2
	71	1131	W. River	55	580	IC	20° 45"	3	3	—
	65	5129	Bost	55	580		22° 15"	2 1/2	2 1/2	—
	72	1130	Worcstr	55	570	IC	20° 45"	3	3	—
124	18	1000	Portld	125	884		24° 30"	3	3 1/2	1/2
	19	1002	"	125	880		24° 30"	3	3	—
	20	1013	"	125	881		24° 30"	3	3 1/2	1/2
	21	1013	"	125	882		24° 30"	3	3 1/2	1/2
	23	1012	Concord	125	240	IC		3 1/2	4	1/2
	27	1012	Portld	125				3	4	1

ASSIGNMENTS
NEW YORK DISTRICT

MISCELLANEOUS OPERATIONS

CALIFORNIA LINES

Going Tr. No.	Car No.	Line No.	To	Returning Tr. No.	Car No.	Line No.	Hours for Round trip	No. men in line 6/1/48	No. men in line 9/1/48	Net
19	2511	4044	L. A.	22	2511		126° 05"	8 EX	9	1
25	2501	4039	L. A.	26	2501		112° 50"	14 1/2	16	1½
25	2502	4044	L. A.	26	2502		112° 50"	14 1/2	16	1½
59	2525	4041	L. A.	60	42			8 EX	9	1
60	2527	4035	Oakld	22	206		112° 35"	16	18	2
65	2501	4036	L. A.	22	23		120° 40"	15	17	2
										9

ATTENDANTS

Going Tr. No.	Car No.	Line No.	To	Returning Tr. No.	Car No.	Line No.	Hours for Round trip	No. men in line 6/1/48	No. men in line 9/1/48	Net
15	155	5216	Chatt	16	160		30°	4	4 1/2	1/2
21	219	1582	Lk Fled	44	702			3	3 1/4	1/4
29	290	1526	N.Falls	22	2400			3	3 1/3	1/3
47	476	5125	Detroit	48	486		25° 45"	3 1/2	3 1/2	—
47	477	5125	"	48	487		25° 45"	3 1/2	3 1/2	—
57	574	5157	Cleve	58	587		23° 50"	3	3	—
57	576	5157	"	58	581		23° 50"	3	3	—
61	612	1599	Mont'l	62	27			3	3 1/6	1/6
81	819	5203	Bflo	82	820		21° 30"	3	3 1/6	1/6
126	22	1035	Port	125	883			3	3 1/2	1/2
11								3	3 3/4	3/4

BUS BOYS

Going Tr. No.	Car No.	Line No.	To	Returning Tr. No.	Car No.	Line No.	Hours for Round trip	No. men in line 6/1/48	No. men in line 9/1/48	Net
15	155	5216	Syr	12	125			1 1/2	1 1/2	—
21	211	5543	Cleve	58	581		21° 50"	3	3 1/3	1/3
29	290	1526	N. Falls	22	2400			3	3 1/6	1/6
57	574	5157	Cleve	58	587		21° 50"	2 1/2	3	1/2
57	576	5157	"	58	581		21° 50"	2 1/2	3	1/2
61	612	1599	Mont'l	62	27			3	3 1/6	1/6
81	819	5203	Bflo	82	820		22° 35"	3	3 1/3	1/3
126	22	1035	Port	125	883			2 1/2	2 2/3	1/6

NET GAIN FOR ASSIGNMENTS → 35 1/4

ASA PHILIP RANDOLPH

SUBJECT FILE

BROTHERHOOD OF SLEEPING CAR PORTERS

Banquet Celebrations

1965-75

The Celebration Will Conclude With The

36th ANNIVERSARY CELEBRATION TESTIMONIAL BANQUET

FRIDAY, AUGUST 25 — 6:30 P.M.

GRAND BALLROOM — HOTEL SHERMAN

CHICAGO, ILLINOIS

Honoring International Officers of the Brotherhood of Sleeping Car Porters and the large number of stalwart, loyal and devoted members whose force and influence behind the International Officers brought about the Brotherhood's success.

RESERVATION: $10.00 PER PERSON

RESERVATION CAN BE OBTAINED THROUGH THE BROTHERHOOD'S OFFICE

Leroy J. Shackelford, Jr., Banquet Chairman

* * * * *

CHICAGO DIVISION OFFICERS

MILTON P. WEBSTER — President

MANUEL KYLE — Secretary-Treasurer

LEROY J. SHACKELFORD, JR. — First Vice President

CLARENCE H. SCOTT — Second Vice President

MEMBERS OF EXECUTIVE BOARD

U. C. Crowder — W. F. Martin — William Northrip

L. L. McDonald — A. J. Weems — H. L. Hickey

Manuel Kyle — C. H. Scott

PROGRAM

36th ANNIVERSARY CELEBRATION

Auspices

CHICAGO DIVISION
BROTHERHOOD OF SLEEPING CAR PORTERS

CHICAGO, ILLINOIS

AUGUST 21-25, 1961, INCLUSIVE

* * * * *

MEETINGS

AUGUST 21, 7:30 P.M., BROTHERHOOD HEADQUARTERS

SUBJECTS: Racial Discrimination on the Organized Labor Front.
NALC and the Reasons for its organization.

SPEAKER: A. Philip Randolph — Int'l President, B.S.C.P.,
Vice President AFL-CIO, Chairman NALC.

Friends of organized labor and the public are invited to attend this meeting.

AUGUST 22, 2:30 P.M., BROTHERHOOD HEADQUARTERS

SUBJECT: 36 Years of Successful Trade Unionism.

SPEAKERS: Mrs. Minnie Lee — President Ladies Aux., B.S.C.P.
Bennie Smith — 2nd Int'l Vice President, B.S.C.P.
T. D. McNeal — 4th Int'l Vice President, B.S.C.P.
A. R. Blanchette — Int'l Field Representative, Canada.
M. P. Webster — 1st Int'l Vice President, B.S.C.P.

All members of the Brotherhood of Sleeping Car Porters and friends of organized labor are invited to attend this meeting.

AUGUST 23, 7:30 P.M., BROTHERHOOD HEADQUARTERS

SUBJECT: FEPC and its Future on the American Scene.

SPEAKERS: T. D. McNeal — 4th Int'l Vice President, B.S.C.P.,
First Negro elected to State Senate of Missouri.
C. L. Dellums — 3rd Int'l Vice President, B.S.C.P.,
Key figure in the successful fight for FEPC in
California and the only Negro on that Commission.

* * * * *

CHICAGO DIVISION HEADQUARTERS
3947 Drexel Boulevard, 2nd Floor
Telephone: KE 8-3100

LEROY J. SHACKELFORD, JR., CHAIRMAN CELEBRATION COMMITTEE

BROTHERHOOD OF SLEEPING CAR PORTERS

INTERNATIONAL OFFICERS

A. PHILIP RANDOLPH — International President

ASHLEY L. TOTTEN — International Secretary-Treasurer

MILTON P. WEBSTER — 1st International Vice President

BENNIE SMITH — 2nd International Vice President

C. L. DELLUMS — 3rd International Vice President

T. D. McNEAL — 4th International Vice President

MEMBERS OF INT'L EXECUTIVE BOARD

A. R. BLANCHETTE — Int'l Field Agent, Montreal, Canada

A. R. DAILEY — St. Louis, Missouri

G. C. GARRAN — New Orleans, Louisiana

JAMES A. MARTIN — Chicago, Illinois

FRANK BOYD — St. Paul, Minnesota

CLEMENT J. SMITH — Richmond, Virginia

W. C. ISAACS, JR. — Los Angeles, California

BROTHERHOOD OF SLEEPING CAR PORTERS

On the 25th of August 1925 six Pullman porters held the first meeting of the Brotherhood of Sleeping Car Porters in New York City. From this small and humble beginning there has developed over 36 years of progressive fighting and sacrifice an outstanding institution fundamentally supported by Negro railroad workers reaching over 100 railroad districts of the United States and Canada and with contracts with The Pullman Company, the Canadian Pacific Railroad Company, and 38 Class-A railroads of the United States. The Brotherhood represents sleeping car porters, lounge car attendants, dining car employes, train porters, and chair car attendants, whose aggregate wage amounts to millions of dollars per year.

The Brotherhood is not here because anybody loves it, but it is here because it pushed all opposition out of the way. It obtained a decided victory over what was at one time one of the most ruthless open shop corporations of the nation, which was among the last railroad carriers of the country to recognize the principle of trade unionism among all of its employes. The Brotherhood met opposition from the strangest places, a large amount of which unfortunately came from many so-called top Negroes during the time of its organization.

In addition to the basic trade union work of this Organization, it has lent its efforts in support of many outstanding activities in the interest of breaking down discrimination among Negro workers particularly and workers generally in America. The March on Washington Movement which the Brotherhood originated at the beginning of World War II revolutionized the approach of American industry to Negro employment and brought into being the term FEPC, the principles of which are reflected in the laws passed by some 18 or 20 American states. Its fight over the years against discrimination in the labor movement itself has been very effective, and it has made constructive contributions to the Civil Rights Program of the labor movement. Its First Vice President is a member of the Civil Rights Committee, AFL-CIO, and its International President is one of a number of Vice Presidents of the AFL-CIO.

Despite the fact that the work of the railroad industry has declined, the Brotherhood is on a good sound moral and financial foundation, and its program for the extension of its organization work among other workers of the nation will soon be put into effect.

In celebrating its 36 years of successful trade unionism, particularly for Negro workers, it does so very humbly with the idea in mind that the younger generation of Negroes on the present scene will get some concept of their obligation to carry on this fight for first-class citizenship in the economic field to greater heights.

While the Brotherhood of Sleeping Car Porters is potentially composed of Negroes, yet among its ranks as full fledged members of the Organization are a large number of Filipinos, some Chinese, many Mexicans, and a substantial number of white men. Its objective is basically economic, and its contracts are numbered among the best on the railroads today.

WILSON FUNERAL
FUNERAL DIRECTORS
AMBULANCE
"Our Business Is Service"
Clarence R. Wilson
3001 29th Street, Tampa 3, Fla.

TAMPA DIVISION, B.S.C.P.

OFFICERS

M. GREGORY . . . . . President
H. N. REDDICK . . . . . Vice-President
J. P. WILLIAMS . . . . . Secretary-Treasurer
HORACE ARMSTRONG . Chairman, Executive Board
GEORGE WOODS . . . . . Reporter

YOU CAN INVEST

In shares of HAMILTON FUNDS, an [illegible] Fund holding common stocks of [illegible] can. corporations. Lump sum [illegible] monthly investments as low as $10. [illegible] able. For Free Prospectus Booklet, contact [illegible] Hamilton Representative:

H. N. REDDICK 4511 Troy Street, [illegible]
Residence Phone—238-1777 Business Phone—[illegible]

TAMPA DIVISION
BROTHERHOOD OF SLEEPING CAR PORTERS
AND
LADIES AUXILIARY
AFL-CIO AFFILIATED

BANQUET

HONORING

PERRY HARVEY, SR.

International Longshoremen's Association
Independent Local 1402

HILLSBOROUGH SENIOR HIGH SCHOOL

MARCH 5, 1966 7:45 P.M.

MENU

Fruit Cup

Roast Turkey with Celery and Sausage Dressing

Tossed Vegetable Salad with
Thousand Island Dressing

Green Beans with Cheese and Mushrooms

Spiced Apple Rings

Dinner Rolls and Butter

Dutch Apple Pie

Coffee

☆

PROGRAM

M. GREGORY, Presiding

Invocation _____ REV. W. H. GORDON

Dinner Meals

Introduction of Guest Speaker,
PERRY HARVEY, SR., President
International Longshoremen's Association
Independent Local No. 1402

Introduction _____ State Representative ROBERT T. MANN

Introduction of International Officers, M. GREGORY

WILLIAM F. WEBSTER—First International Vice-President and
Chairman of the Executive Board of the
Brotherhood of Sleeping Car Porters

D. F. McLAUREN—Eastern Zone Supervisor,
Brotherhood of Sleeping Car Porters

Introduction of Members, Ladies Auxiliary,
MRS. H. N. REDDICK
President, Ladies Auxiliary

Presentation of Award _____ WILLIAM E. ALLEN
Secretary-Treasurer, Florida AFL-CIO

Introduction of Mr. A. Philip Randolph,
MR. H. N. REDDICK

Benediction _____ REV. W. H. GORDON

Testimonial Banquet

HONORING

PRESIDENTS OF THE

BROTHERHOOD OF SLEEPING CAR PORTERS

AND

THE LADIES' AUXILIARY

of the

Atlanta Division

A. F. L. - C. I. O.

C. L. C.

PARLIAMENT HOUSE, 70 HOUSTON STREET, N.E.

Friday Evening, March 10, 1967

6:30 O'Clock P.M.

GREETINGS AND BEST WISHES

from

MR. AND MRS. WALTER J. HERTZ

of the

DELSON LEVIN AND GORDON LAW FIRM

120 E. 41st Street

New York, New York

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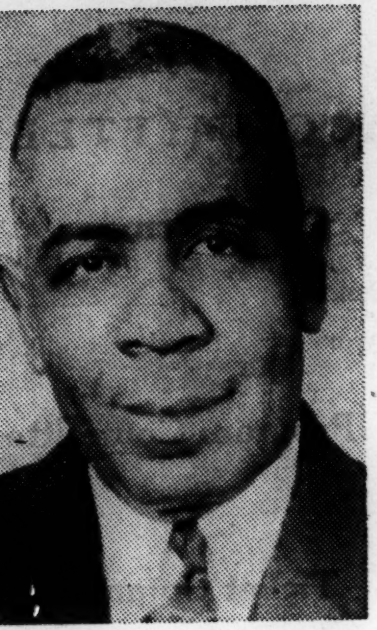


THOMAS W. CULPEPPER

epper, a native Georgian, member of Wheat Street
ster Mason, began his career with the railroad in
s service as a Pullman Company employee.

1925 through 1937 Mr. Culpepper manifested in-
uphill struggle to establish the Atlanta Division
eeping Car Porters. The Local was finally estab-
lpepper continued to be an avid worker in the or-
honoree was elected the third president of the
Brotherhood and has continued to serve in this

hown in many ways his dependability and loyalty
the cause of Labor. His ability and efficiency in
as they have encountered problems have reaped
results.

ROTHERHOOD OF SLEEPING CAR PORTERS

ATLANTA, GEORGIA DIVISION

me of the officers and members of the Brotherhood
s and Ladies' Auxiliary, we hail and salute the Atla

ade notable history in the struggle of the porters an
forward the banner of the philosophy of trade union

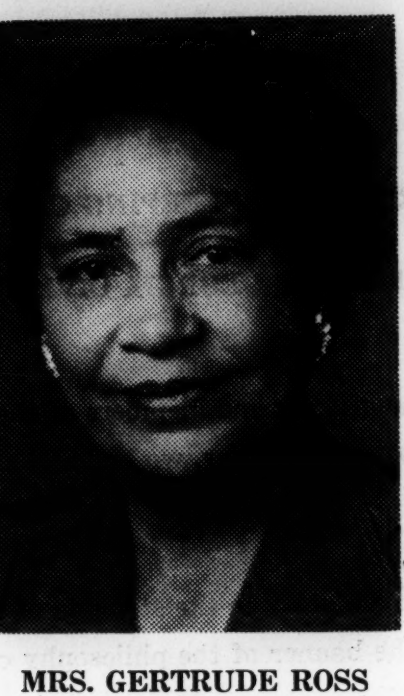
lership and members of the Atlanta Local Division
upon having remained steadfast in the long and
the road of fighting for the porters and attendan
e black workers in general, as well as the entire wor
States of America.

l and onward under the leadership of the Brotherhoo
rs, A.F.L.-C.I.O.

Fraternally,

A. Philip Randolph
International Presiden

B. F. McLaurin
Eastern Zone Supervis



MRS. GERTRUDE ROSS

oss, a native Georgian, attended Clark College and
ome Economics from Morris Brown College.

of Warren Memorial Methodist Church where she
s President of Woman's Society of Christian Service.
tive in her church and as a leader in many capacities
ong the activities which she is currently engaged in
mission on Stewardship and Finance, Vice President
a member of United Church Women and of the
ated with Economic Opportunity.

presented well the Ladies' Auxiliary to Brotherhood
s at many conventions. She is presently serving on
utive Board of the Ladies' Auxiliary.

one unique service that she has rendered. That is
lent that has served the Atlanta Ladies' Auxiliary

MR. BENJAMIN F. HURT

amin F. Hurt was born in Union Point, Georgia w
vas inducted in the Army during World War I. He c
rvice in 1919 and came to Atlanta and secured a job
any.

joined the activities to establish the Atlanta Local
s elected Vice President under the deceased S. D. K
d as Vice President until 1939 when he was elected I
ation. After a year of valuable service as Presider
Mr. Hurt continued to serve on the Executive Board
e with the organization until his retirement in 195

he possibility of retirement, Mr. Hurt began activi
). A measure of his success in this career in indicat
as Broker. He is active in many civic organizati
ter registration. This honoree helped to organize th

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PROGRAM

Mistress of Ceremonies: Mrs. Leatrice T. Bell

Invocation ..... Reverend J. A. Middleton
President, Morris Brown College

Greetings ..... Reverend Wm. Holmes Borders
Pastor, Wheat Street Baptist Church

Remarks ..... Mr. Joe Jacobs
Attorney for Georgia A.F.L.-C.I.O. Unions

Vocal Solo—"Getting To Know You" ..... Mrs. Ozzie Belle Quarterman
(Rogers and Hammerstein)

Greetings ..... Dr. B. R. Brazeal
Dean, Morehouse College
Author of Book: "Brotherhood of Sleeping Car Porters"

Introduction of Speaker ..... Reverend John A. Middleton

Address ..... Mr. A. Philip Randolph
International President and Counselor, B. S. C. P.

Vocal Solo—"Some Enchanted Evening" ..... Mrs. Ozzie B. Quarterman
(Rogers and Hammerstein)

Presentation of Scrolls ..... Mr. B. F. McLaurin
Eastern Zone Supervisor

Honorees:
Mrs. Gertrude Ross Mr. Thomas W. Culpepper Mr. B. F. Hurt

* * * *

Dinner Music by Mr. Kenneth Wynn

* * * *

MENU

FRUIT CUP
ROAST PRIME SIRLOIN OF BEEF
BAKED POTATO
GREEN BEANS ALMANDINE
ROLLS AND BUTTER
TOSSED CHEF SALAD
APPLE PIE WITH CHEESE
COFFEE OR TEA

GREETINGS

FROM

NEW YORK DIVISION

OF

The Brotherhood of Sleeping Car Porters

★

A. PHILIP RANDOLPH, President

B. F. McLAURIN, Vice President

W. H. BOWE, Secretary-Treasurer

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AND BEST WISHES

FROM

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THOMAS A. McDOWELL

Nashville, Tennessee

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AND BEST WISHES

FROM

THE WASHINGTON DIVISION

OF

The Brotherhood of Sleeping Car Porters

★

GEORGE A. SLADE, President

O. A. JONES, Secretary-Treasurer

GREETINGS

AND BEST WISHES

TO

THE ORGANIZATION AND TO OUR

SISTER, MRS. GERTRUDE ROSS,

WHO IS BEING HONORED

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Bobbie Jean Vaughn
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Joyce White
John A. Wilkes (Mr. and Mrs.)
Charles Williams
Dozier Williams
George Williams (Mr. and Mrs.)
James Williams
Eva Willoughby
Henry Willoughby
James Wilson
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Mr. J. T. Johnson
Mrs. Martha Watson
Mr. and Mrs. Ernest Porter
Mr. Pope Maddox
Mr. Edward P. Love
Mrs. Helen Bowen
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Mr. Robert Hart
Mrs. Lillian Fowler
Mrs. Rosa Lee Howell
Mr. and Mrs. Fred Hart
Mr. and Mrs. Kenneth E. Wynn

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WASHINGTON DIVISION

Brotherhood of

Sleeping Car Porters

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MRS. CRYSTINE H. FORD
President

MRS. VERMELLE M. EVANS
Secretary-Treasurer

GREETINGS

AND BEST WISHES

FROM

LADIES AUXILIARY

to

Brotherhood of

Sleeping Car Porters

★

Jacksonville, Florida

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AND BEST WISHES

FROM

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TRAIN AND MAIL PORTERS,

LOCAL NO. 6

FLORENCE DIVISION

Brotherhood of

Sleeping Car Porters

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ARTHUR BOWERS, Local Chairman

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OF

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131 Linkwood Road, N.W.

Atlanta, Ga.

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FROM

A. C. L.

JACKSONVILLE

ATTENDANTS

of the

Brotherhood of

Sleeping Car Porters

★

JAMES W. COHEN, SR., President

A. DUNCAN, Secretary-Treasurer

50TH ANNIVERSARY
BROTHERHOOD OF SLEEPING CAR PORTERS
LUNCHEON COMMITTEE

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Max Delson	Charles Faulding	Ernest Green
Matthew Guinan	Hon. Jacob K. Javits	Rev. John H. Johnson
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Theodore Kheel	Benjamin F. McLaurin	Mrs. W. B. Pryor
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H. B. McConnell	Mrs. Jane J. Greene	Osborne Monroe
Matthew Gregory	Mrs. Elizabeth Austin	Winston E. Anderson

(Partial List)

Brotherhood of Sleeping Car Porters

Luncheon

celebrating their

50TH

Anniversary Year

and Birthday of

A. Philip Randolph

Labor Statesman — Humanitarian

Greetings

We are privileged to invite your participation in a Luncheon celebrating the Fiftieth Anniversary of the Brotherhood of Sleeping Car Porters, and the Birthday of its President Emeritus, A. Philip Randolph.

No paragraph can adequately summarize the distinctive achievements over the past Half-Century in the Areas of Labor, Civil-Rights, and Human Relations by this Organization and its Leader.

This Luncheon will be a coming together of the Men and Women who over the past Five Decades have helped to shape the Labor, Social, and Cultural climates in this Country.

We look forward with the entire Luncheon Committee to Greeting you Personally.

HARRY VAN ARSDALE, JR.
FREDERICK O'NEAL
ALBERT SHANKER
BAYARD RUSTIN
Honorary Chairmen

YOU ARE CORDIALLY INVITED TO
ATTEND THE
LUNCHEON

CELEBRATING THEIR

50TH

Anniversary Year

and Birthday of

A. Philip Randolph

WEDNESDAY, JUNE 25, 1975

Hotel Commodore
42nd Street and Lexington Avenue
New York City
12:30 P.M.

RSVP
Card Enclosed

Subscription — $35.00 Per Person
Table of Ten — $350.00

C. L. Dellums — International President

BSCP

50th Anniversary Luncheon

We are pleased to Announce that

Roy Wilkins, National Director

National Association for the

Advancement of Colored People

will be the Guest Speaker

on this occasion.

50TH ANNIVERSARY

I am pleased to join with you in celebrating the 50th Anniversary of the Brotherhood of Sleeping Car Porters and the Birthday Anniversary of A. Philip Randolph at a Luncheon on Wednesday, June 25, 1975 at the Hotel Commodore at 12:30 P.M.

Enclosed is my check for $.....

For.....Reservations

Table of 10 Reservations — $350.00
Single Ticket — $35.00

NAME .....

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ADDRESS .....

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Please make check payable to B.S.C.P.
List Guests on reverse side.

[redacted]

BROTHERHOOD OF SLEEPING CAR PORTERS
103 EAST 125th STREET (SUITE
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50TH ANNIVERSARY — LUNCHEON COMMITTEE
BROTHERHOOD OF SLEEPING CAR PORTERS
103 EAST 125TH STREET — SUITE 610
NEW YORK, NEW YORK 10035

ASA PHILIP RANDOLPH

SUBJECT FILE

BROTHERHOOD OF SLEEPING CAR PORTERS

2nd Biennial Convention
1st Anniversary

Sept. 1940

FIFTEENTH ANNIVERSARY

and

BI-ENNIAL CONVENTION

BROTHERHOOD

of the

of

SLEEPING CAR PORTERS

AN INTERNATIONAL UNION

AFFILIATED WITH A. F. of L.

SEPT. 15th–20 1940

INTERNATIONAL BROTHERHOOD OF
SLEEPING CAR PORTERS

HEADQUARTERS - - - 217 WEST 125th STREET

· 6 GLORIOUS DAYS ·

440

BI-ENNIAL CONVENTION

Special Features

EXECUTIVE SESSIONS

Y. M. C. A. - 180 West 135th Street

MONDAY - 16th — First Session 9:30 A.M.-12:30 P.M.
Lunch 12:30 P.M.- 1:30 P.M.
Second Session 1:30 P.M.- 5:30 P.M.

Convention Speakers: Hon. Otto S. Beyer, Chairman, National Mediation Board.
Hon. Murray W. Latimer, Chairman, Railroad Retirement Board.
Frank R. Crosswaith, International Organizer, International Ladies Garment Workers Union.
Dr. Willard Uphaus, Director, National Religion and Labor Foundation.

TUESDAY - 17th — Third Session 9:30 A.M.-12:30 P.M.
Lunch 12:30 P.M.- 1:30 P.M.
Fourth Session 1:30 P.M.- 5:30 P.M.
Fifth Session 5:30 P.M.- 7:30 P.M.

WEDNESDAY - 18th — Sixth Session 9:30 A.M.-12:30 P.M.
Lunch 12:30 P.M.- 1:30 P.M.
Seventh Session 1:30 P.M.- 5.30 P.M.
Eighth Session 5:30 P.M.- 7:30 P.M.

Y. W. C. A. — 144 WEST 138th STREET

The Ladies Auxiliary will hold their sessions simultaneously at the above address.

SPECIAL EXTRA

Hon. Herbert H. Lehman, Governor of New York, will speak at Y. W. C. A. Auditorium, Tuesday, September 17th, at 11 a.m.

6 GLORIOUS DAYS

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MONDAY - 7 P.M. – 135 W. 55th Street
SEPTEMBER 16th

WE HAVE THE HONOR TO PRESENT OUR HIGHLY ESTEEMED AND MOST GRACIOUS
— FIRST LADY —
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who will be introduced by
DR. MARY McLEOD BETHUNE

Other Speakers

WALTER WHITE—Secretary, N. A. A. C. P.
JAMES C. QUINN—Secretary-Treasurer, Central Trades and Labor Council of New York.
SPENCER MILLER — Director, Workers Education Bureau of America, A. F. of L.
C. L. DELLUMS—Fourth International Vice-President, B. S. C. P.

$2.50 per plate — Make all checks payable to
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129th Street and Seventh Avenue

SUNDAY - SEPTEMBER 15th

PARADE STARTS 1 P.M.

MASS MEETING 3 P.M.

Speakers

Hon. FIORELLO H. LaGUARDIA
Mayor, City of New York

Hon. JAMES M. MEAD
United States Senator

Hon. WILLIAM GREEN
President of the American Federation of Labor

A. PHILIP RANDOLPH
International President, B. S. C. P.

M. P. WEBSTER
First International Vice-President, B. S. C. P.

Musical Program

Admission Free

BROTHERHOOD DAY — N.Y. WORLD FAIR

THURSDAY - SEPTEMBER 19th

Our Guest Speaker
Hon. MRS. FRANCES PERKINS
Secretary of Labor
A. PHILIP RANDOLPH
International President, B. S. C. P.
M. P. WEBSTER
International Vice-President, B. S. C. P.

MUSICAL PROGRAM
featuring
PROF. FURMAN FORDHAM, *Lyric Baritone*
MISS MAYE HOOPER, *Mezzo Soprano*
Y. M. C. A. "All Girls Glee Club"

Tickets with Admission to Four Concessions — One Dollar.

SECURE YOUR TICKETS NOW

CONVENTION BALL — GOLDEN GATE BALLROOM

FRIDAY EVENING

Secure Your Tickets in Advance.
Only a Few Boxes Are Left.
Admission — One Dollar
Boxes Seating Eight Persons — $4.00

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Lucky Millinder and Fess Finlay

Continuous Dancing

15th Anniversary

Everybody... invited to meet the delegates to the Bi-Ennial Convention

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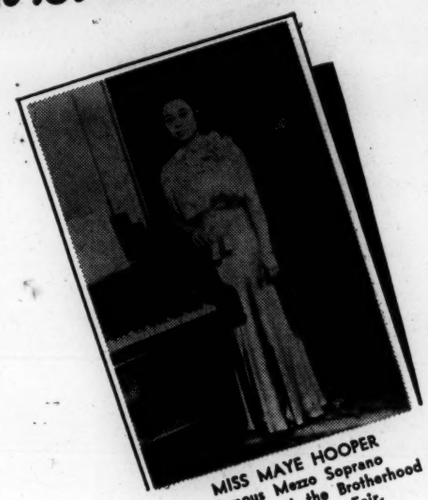
(Pullman Porters, Chair Car Porters, Train Porters, Attendants and Maids; International Union, A. F. of L.)
and their LADIES' AUXILIARIES
representing Fifty-nine Divisions in the United States, Canada and Mexico



MISS MAYE HOOPER
Famous Mezzo Soprano
who will appear at the Brotherhood Day
at the World's Fair.

PROF. FURMAN FORDHAM
Lyric Baritone
will sing at the Labor Dinner
and the World's Fair.

THE THREE NATURAL ALABAMANS
Dwaine 6 - Bernice 7 - Gerhart 8
will sing at the Labor Dinner
and the World's Fair.

THE HARLEM Y. M. C. A. ALL GIRLS GLEE CLUB

under the leadership of Prof. Furman Fordham, Director of Musical Activities, and featuring Miss Evelyn Parker, Lyric Soprano and Soloist, will sing at the Brotherhood Day at the World's Fair. Johanne Testman, Isaac Royalle, Pianists.

Other Stars inclusive of Misses Helen Dowdy, Albertha Jackson and Diane Strauhn, Pianist, will appear.

All Fraternal, Benevolent, Civic and Labor Organizations are invited to join our "Trade Union America First" Parade preceding the Mass Meeting Sunday, September 15, 1940. All friends of Labor and the Brotherhood desirous of participating in the parade are urged to register NOW.

BROTHERHOOD OF SLEEPING CAR PORTERS
ASHLEY L. TOTTEN, International Secretary-Treasurer
217 WEST 125th STREET, NEW YORK CITY
Suite 301 Phone: MOnument 2-5080

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ERNEST SMITH	Int'l Field Organizer	Chicago, Ill.
B. F. McLAURIN	Int'l Field Organizer	New York, N. Y.

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ROSA TAYLOR	Int'l Executive Board	Cleveland, Ohio
MARION SAPPINGTON	Int'l Secretary Exec. Board	Pittsburgh, Pa.
NANNIE M. CURBY	Int'l Executive Board	St. Louis, Mo.
ANNE E. WILSON	Int'l Executive Board	New York, N. Y.
VENZIE P. WITT	Int'l Executive Board	Denver, Col.
CARRIE B. McWATT	Int'l Executive Board	St. Paul, Minn.

FIFTEENTH ANNIVERSARY

and

BI-ENNIAL CONVENTION

BROTHERHOOD

of the

of

SLEEPING CAR PORTERS

AN INTERNATIONAL UNION

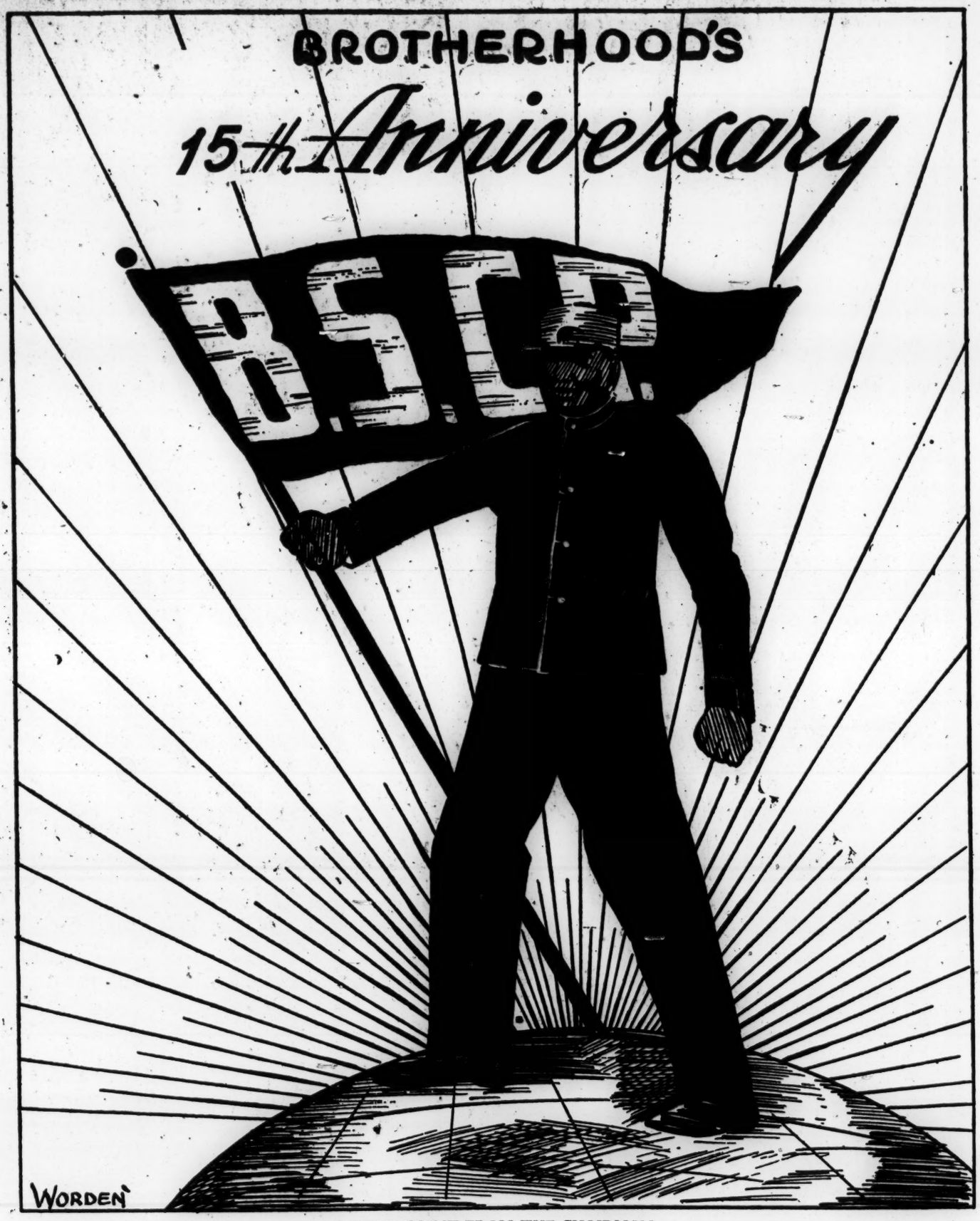
AFFILIATED WITH A. F. of L.

SEPT. 15th–20 1940

INTERNATIONAL BROTHERHOOD OF
SLEEPING CAR PORTERS

HEADQUARTERS . . . 217 WEST 125th STREET

SOUVENIR JOURNAL



A STATEMENT FROM THE CHAIRMAN

For the first time since our struggle began in 1925, we are holding our Convention in New York City. Representatives and delegates from our fifty-nine divisions throughout the nation, Canada and Mexico have come to participate in our program of this our Second Biennial Convention and 15th Anniversary Celebration.

The Officers and Members of the Brotherhood wish to thank all Fraternal, Benevolent, Civic and Labor Organizations participating in our Program, including our "America First" Parade. We thank Rev. Cullen and the Salem Methodist Episcopal Church, Rev. William Lloyd Imes, pastor of St. James Presbyterian Church and Chairman of our Citizens' Committee, and Rev. Paul E. West of the Lutheran Church of the Transfiguration most especially for their untiring efforts and devotion to our cause.

ASHLEY L. TOTTEN,

FOREWORD

THE Brotherhood of Sleeping Car Porters was organized in 1925, in New York City. It has had fifteen years of hard and difficult struggle. During this period, many Porters have lost their jobs. Nevertheless, groups of Porters and Divisions throughout the country have remained loyal to the cause of the Brotherhood.

Because of this loyalty on the part of the Porters, Attendants and Maids, even though in small numbers in the various Divisions from coast to coast, the Brotherhood was able to sign an Agreement with the Pullman Company in Chicago in 1937.

That Agreement brought recognition to the Brotherhood of Sleeping Car Porters as the duly authorized bargaining agency for the negotiation of agreements concerning rates of pay and rules governing working conditions for Porters, Maids and Attendants.

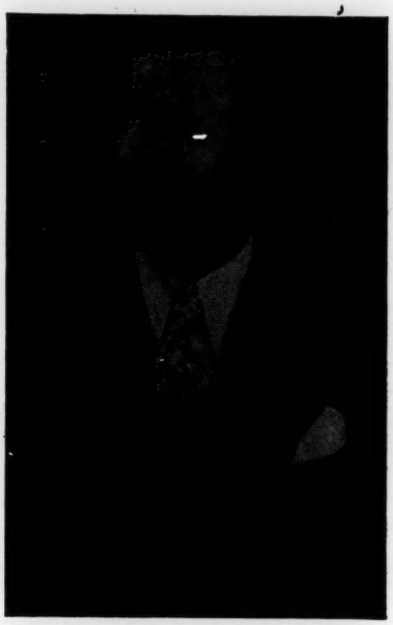
During the early days of the struggle of the Brotherhood, opposition was bitter and determined, not only from the Pullman Company, but also from some Negro leaders in the press, church and politics. Despite this fact, the Porters never quit. They fought tenaciously on.

Today, the Brotherhood of Sleeping Car Porters is an outstanding symbol of the capacity, will and spirit of the Negro people to stand on their own feet, for the Porters in the Brotherhood paid the price of their victory. They endured privation and suffered incident to the loss of jobs.

Thus, the officials and members of the Brotherhood consider that the most important contribution the struggle of the Porters has made to the life of the Negro people is the record of self-reliance.

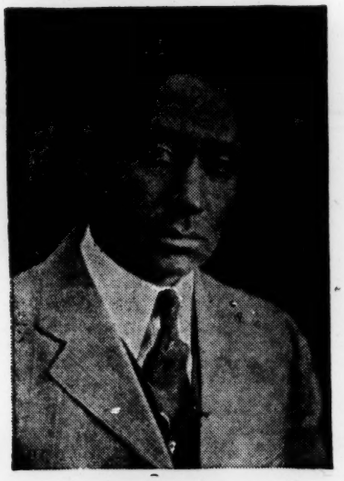
INTERNATIONAL OFFICERS

M. P. WEBSTER
First International Vice-President

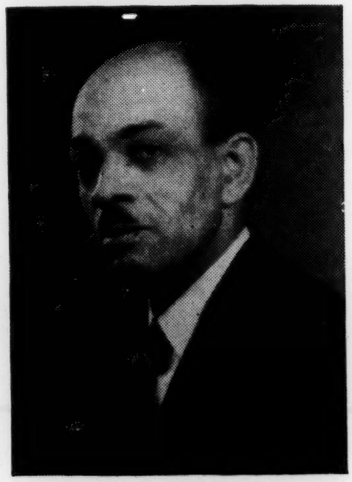


A. PHILIP RANDOLPH
International President

ASHLEY L. TOTTEN
International Secretary-Treasurer



BENNIE SMITH
Second International Vice-President



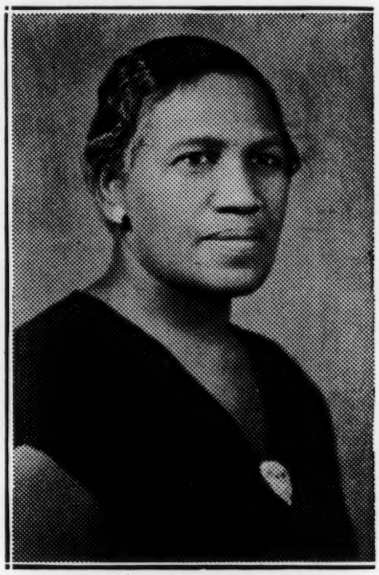
E. J. BRADLEY
Third International Vice-President

C. L. DELLUMS
Fourth International Vice-President

INTERNATIONAL OFFICERS

KATHERINE LASSITER
First International Vice-President

HELENA WILSON
International President, Ladies' Auxiliary



R. TUCKER
International Secretary-Treasurer

MAE DAILEY
Second International Vice-President

J. B. CAVINISS
Third International Vice-President

LETITIA MURRAY
Fourth International Vice-President

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"Harlem's Million Dollar Ballroom"

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(Now Booking for Club Affairs)

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If you are asked by a man: "Where is the best place in Harlem to live"? he is seeking your help.

Recommend
Harlem Branch Y.M.C.A.

and the Board of Managers and Staff will do their best to make the man realize that your recommendation was a service.

Special Rates to Railroad Men.

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181 WEST 135th STREET
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DON'T BE LOST IN THE CROWD

wear a YOUNG'S

Individualized Hat

Take your choice of any one of 25 different colored detachable hatbands when you buy your Young's hat and STANDOUT as a fashion leader. You choose *you own* band to suit *you own* taste.

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MELOFELT*
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STETSONS
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Young's

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201 West 125th Street

Largest Retailers of Stetson Hats

*Reg. U. S. Pat. Off.

PROGRAMME

OF THE

Biennial Convention and Fifteenth Anniversary Celebration of Brotherhood of Sleeping Car Porters

•

MASS MEETING

SUNDAY, SEPTEMBER 15th, 1940, 3 P. M.

INVOCATION ..... REV. F. A. CULLEN
Pastor, Salem M. E. Church

SINGING—"Lift Every Voice and Sing" ..... CHOIR and AUDIENCE

INTRODUCTORY REMARKS ..... CHAIRMAN

ADDRESS ..... M. P. WEBSTER
First International Vice-President, Brotherhoodof Sleeping Car Porters

SOLO ..... MISS HELEN DOWDY

ADDRESS ..... U. S. SENATOR JAMES M. MEAD

SINGING—"Hold the Fort" ..... CHOIR
and Audience

ADDRESS ..... MAYOR FIORELLO H. LAGUARDIA

SINGING ..... CHOIR

ADDRESS ..... WILLIAM GREEN
President, A. F. of L.

SOLO ..... MISS ALBERTHA JACKSON

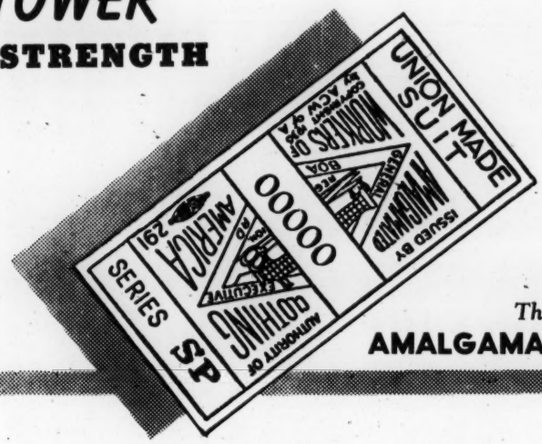
ADDRESS ..... A. PHILIP RANDOLPH
International President, Brotherhood of Sleeping Car Porters

SINGING—"John Brown's Body" ..... CHOIR and AUDIENCE

Chairman—ASHLEY L. TOTTEN
International Secretary-Treasurer, Brotherhood of Sleeping Car Porters
and General Chairman Convention

A Parade of the members of the Brotherhood, other unions and organizations in uniform and the members of the Ladies' Auxiliary will precede the Mass Meeting.

A TOWER
OF STRENGTH



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AMALGAMATED LABEL

The Amalgamated label is the trade mark of --

1 -- High standards of work
2 -- American standard of living

Your demand for the union label of the Amalgamated Clothing Workers of America will lend added strength to the cause of organized labor.

WORK UNION AND BUY UNION

The Amalgamated label appears on all men's wearing apparel--men's and boys' clothing, shirts, work clothes and overalls, gloves, neckwear, sport clothing, pajamas and underwear.

The union label is a tower of strength for workers.

AMALGAMATED CLOTHING WORKERS OF AMERICA

IT is a privilege to be able to greet the Brotherhood of Sleeping Car Porters on the occasion of its Fifteenth Anniversary celebration. During a period of vast social and economic changes, your organization has contributed much toward better working conditions of the men and women in the Pullman car service industry and in this way helped to advance the position of labor generally.

The delegates gathered in New York City and representing workers throughout the country will be faced with many urgent problems that concern all Americans deeply. I feel confident that this great Convention will help to further strengthen the position of American workers irrespective of race or color, and help to defend and promote our democratic institutions.

I am happy to extend the good wishes of the organization I represent to the delegates, officers and members of your great International Union.

JACOB S. POTOFSKY
General Secretary-Treasurer

Amalgamated Clothing Workers of America
15 Union Square New York City

Greetings from

"32K"

BROOKLYN AND QUEENS BUILDING SERVICE EMPLOYEES INTERNATIONAL UNION

George J. Troy, President
Joseph Moore, Secy.-Treas.

Fraternal Greetings

BUTCHERS UNION of GREATER NEW YORK

LOCAL L-74

119 EAST 18th STREET
New York City

Greetings from

BLASTERS AND DRILLRUNNERS UNION

LOCAL No. 29

162 EAST 23rd STREET
New York City

GRamercy 3-1842

BOOKBINDERS AND MACHINE OPERATORS

LOCAL UNION No. 25

63 PARK ROW
New York City

"Best Wishes for Continued Success"

GREATER NEW YORK CO-ORDINATING COMMITTEE for EMPLOYMENT

Officers

Rev. A. Clayton Powell, Jr., Chairman
Rev. Wm. Lloyd Imes, Co-Chairman
Mrs. Chester Chinn, Treasurer
Arnold P. Johnson, Exec. Secretary

The League for Industrial Democracy extends to the Brotherhood of Sleeping Car Porters — Fraternal Greetings and Hearty Congratulations on the Brotherhood's Fifteen Years of magnificent labor achievement.

John Dewey, President, L.I.D.

Harry W. Laidler, Executive Director
112 East 19th Street
New York City

Compliments of

PRIVATE CHAUFFEURS UNION

Local 800

202 EAST 83rd STREET
New York City

Fraternal Greetings and Best Wishes

WINDOW CLEANERS UNION

LOCAL No. 2

B.S.E.I.U. **A. F. of L.**

217 EAST 6th STREET
New York City

Your organization has won the respect of the American labor movement for the courageous uphill fight it has waged for fourteen years in defense of the economic rights of a badly exploited group. Your present eminence is a high tribute to the ability and resourcefulness of your leadership.

Thirty thousand dressmakers join with the Brotherhood of Sleeping Car Porters in pledging a relentless campaign against those reactionary enemies of labor and democracy who sow intolerance and foster racial antagonisms. Congratulations to your entire membership on this significant Fifteenth Anniversary Celebration.

Minnie Lurye, Chairlady

Charles S. Zimmerman,
Secretary-Manager
Dressmakers Union
Local 22,, ILGWU.

STOP AT A UNION HOTEL!

Fair wages and fair work standards advance America's health and prosperity. Write for free list of Union Hotels with fair conditions.

•

HOTEL & CLUB EMPLOYEES UNION, Local 6, A. F. of L.

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Trades Council
Affiliated with New York Hotel

Greetings:

FROM THE LAUNDRY WORKERS JOINT BOARD, AMALGAMATED CLOTHING WORKERS OF AMERICA

•

HYMAN BLUMBERG, Manager
NOAH C. A. WALTER, Asst. Mgr.
ROGER F. DOUGLAS, President
LOUIS SIMON, Secy.-Treas.

Fraternal Greetings, Best Wishes and Continues Success from

Officers and Members

Dining Car Employees Union, Local 370

and Ladies' Auxiliary

•

200 WEST 135th STREET
New York City

Theodore A. Jackson, President
Claude H. Mason, Secy.-Treas.
George E. Brown, General Chairman

PROGRAMME

SESSIONS OF THE CONVENTION

MONDAY, SEPTEMBER 16th, 1940

First Session

Registration of Delegates at Brotherhood Headquarters

OFFICES, 217 West 125th Street, Room 301 ..... 9 A. M

CONVENTION CALLED TO ORDER ..... 10 A. M.
Report of International President
Report of Credentials Committee

ADDRESS—"What the Railway Retirement Act Means to the Railway Employees" ..... HON. MURRAY W. LATIMER
Chairman, Railroad Retirement Board

ADDRESS ..... FRANK R. CROSSWAITH
International Organizer, International Ladies' Garment Workers Union

ADDRESS ..... DR. WILLARD UPHAUS
Director, National Religion and Labor Foundation

ADDRESS ..... HON. OTTO S. BEYER
Chairman National Mediation Board

Subject: "What the Railway Labor Act has done for better Relations between Carriers and their Employees."

Recess—12:30 P. M. to 2:00 P. M.

Second Session

2:00 P. M. to 5:30 P. M.

•

TUESDAY, SEPTEMBER 17th, 1940

Third Session

9:30 A. M. to 12:30 P. M.
Recess—12:30 P. M. to 2:00 P. M.

Fourth Session

2:00 P. M. to 5:30 P. M.
Supper—5:30 P. M. to 7:30 P. M.

Fifth Session

7:30 P. M. to 9:30 P.M.

(Continued)

GREETINGS

from

SIGN-PICTORIAL AND DISPLAY UNION

LOCAL No. 230

22 EAST 17th STREET
New York City

GREETINGS

from

NEW YORK JOINT BOARD

Amalgamated Clothing Workers of America

LOUIS HOLLANDER
JOSEPH CATALANOTTI

ABRAHAM MILLER
Secretary-Treasurer

The Negro Labor Committee shares with the Brotherhood of Sleeping Car Porters the Fraternal and Spiritual joy of fifteen years of unprecedented Negro progress, years that indicate the path over which our race and class must tread toward our next emancipation.

FRANK R. CROSSWAITH,
Chairman.

RETAIL CLERKS
COUNCIL
of GREATER NEW YORK AND VICINITY, R.C.I.P.A.
American Federation of Labor

NATHAN WERTHEIMER, President
GEORGE BARASCH, Secretary
AL GREENBERG, Manager

Greetings

FROM COLORED EMPLOYEES OF THE KATY LINES
M. K. L. R. R.

The Railroad Which Serves the Southwest

Member A.F.O.E. 20940 — WI 7-1220

Greetings

E. G. FORD
Accountant and Auditor
140 WEST 42nd STREET
New York City
Specializing in
International and Local Unions

Greetings
To a Pioneer American Trade Union
from a
Pioneer Labor Political Movement

THE SOCIALIST PARTY OF U. S. A.
and
THE 1940 LABOR, LEAGUE FOR THOMAS AND KRUEGER

Co-Chairmen
Nicholas A. Zonarick
A. Philip Randolph

Secretary
Arthur G. McDowell
549 Randolph St., Chicago, Ill.

GREETINGS *and* CONGRATULATIONS
to the
Brotherhood of Sleeping Car Porters
on the occasion of their
Biennial Convention and Fifteenth Anniversary
Celebration

May your deliberations and decisions strengthen your Organization and bring added happiness to your membership.

•

UNITED HATTERS, CAP AND MILLINERY
WORKERS INTERNATIONAL UNION
M. ZARITSKY, President

BUILDING & ALLIED TRADES
COMPENSATION SERVICE BUREAU
of Greater New York and Vicinity
2 LAFAYETTE STREET, NEW YORK CITY

•

THOMAS J. CURTIS
Executive Director

—

Hearing Representatives
WILLIAM E. CURTIS
MICHAEL MADONNA

Medical Director
SAUL P. LEHV, M.D.

Advisory Board
JOHN F. DALTON

—

Chairman
ADOLPH GERSH

Vice-Chairman
ALBERT F. DAY
HARRY EILERT
MOE ROSEN
THOS. F. MURPHY

PROGRAMME

WEDNESDAY, SEPTEMBER 18th, 1940
Sixth Session

9:30 A. M. to 12:30 P. M.
Recess—12:30 P. M. to 2:00 P. M.

Seventh Session
2:00 P. M. to 5:30 P. M.
Supper—5:30 P. M. to 7:30 P. M.

Eighth Session

7:30 P. M. to 9:30 P. M.

Adjournment

MONDAY, SEPTEMBER 16th, at 7:30 P. M.

at MECCA TEMPLE

BROTHERHOOD OF SLEEPING CAR PORTERS BIENNIAL CONVENTION LABOR DINNER

INVOCATION ..... DR. WILLIAM LLOYD IMES

SINGING—"Lift Every Voice and Sing."

INTRODUCTORY REMARKS ..... CHAIRMAN

ARRANGED SELECTION ..... THE THREE NATURAL ALABAMANS
1. "Who's That Callin' "
2. "De Train Is Comin' "

ADDRESS ..... C. L. DELLUMS
Fourth International Vice-President, Brotherhood of Sleeping Car Porters

ADDRESS ..... JAMES C. QUINN
Secretary-Treasurer, Central Trades and Labor Council

SOLOS ..... PROF. FURMAN FORDHAM
1. "For You Alone" (*by Geehl*)
2. "L'Amour Toujours l'Amour" (*by Friml*)

INTRODUCTION OF MRS. ROOSEVELT ..... DR. MARY MCLEOD BETHUNE
Dirctor Negro Affairs, National Youth Administration

ADDRESS ..... MRS. FRANKLIN D. ROOSEVELT

SOLOS ..... MISS NADINE WATERS
"O Ceil Azzure Avia Aida" (*Verdi*)

ADDRESS ..... SPENCER MILLER, JR.
Director, Workers Education Bureau of America, A. F. of L.

ADDRESS ..... AUBREY WILLIAMS
Director, National Youth Administration

ADDRESS ..... WALTER WHITE
Secretary, National Association For The Advancement of Colored People

SOLO—"Invictus" ..... PROF. FURMAN FORDHAM

Greetings

JOINT BOARD DRESS & WAISTMAKERS' UNION

JULIUS HOCHMAN, General Manager
BEN EVRY, President
N. M. MINKOFF, Secretary-Treasurer

AMALGAMATED LADIES' GARMENT CUTTERS' UNION, Local No. 10
Isidore Nagler, Manager

DRESS & WAISTMAKERS' UNION, Local No. 22
Chas. S. Zimmerman, Manager-Secretary

DRESS PRESSERS' UNION, Local No. 60
Max Cohen, Manager

ITALIAN DRESSMAKERS' UNION, Local No. 89
Luigi Antonini, General Secretary-Manager

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To Promote Goodwill, Higher Ideals and Social Recognition for Railroad Men in the Industry

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JOHN PONZIE ..... Vice-President
P. L. BURTON ..... Secretary
H. F. BUFORD ..... Treasurer
GEORGE CAMPBELL ..... Steward
FITZROY JOSEPHS ..... Parliamentarian and Club Photographer

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W. J. DONALDSON
CLARENCE MARTIN
J. W. MURRY
A. D. NOBLES
J. E. WILSON

Welfare Committee

W. J. MITCHELL
JAMES MOTT
WILLIAM MUSTEN
A. J. HARRIS
RICHARD MALLETTE

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BENNY BURLEIGH
CHARLES LOWE
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FLORSHEIM SHOES
New Fall Shoes

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Courtesy - Safety - Cleanliness

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Beers - Wines - Liquors

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David Francois, Manager

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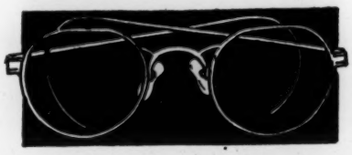
NEW YORK CITY



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Fine Foods - Wines - Liquors

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Detroit, Michigan
Mrs. Bennie Smith, Prop.

WILLIAM S. BERKOFF
Fine Wines and Liquors

ERNEST HUTCHINSON, Manager

30 WEST 125th STREET
New York City

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MAX'S GROCERY

AGNES and MICHIGAN STS.
Indianapolis, Indiana

FLORIDA'S FAVORITE REFRESHMENT

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Makes You Glad You're Thirsty.

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SOUTHERN BREWING CO.
Tampa, Florida

PROGRAMME

WEDNESDAY, SEPTEMBER 18th, 10 P. M. UNTIL?

BROTHERHOOD OF SLEEPING CAR PORTERS COCKTAIL PARTY

at LIDO POOL

•

THURSDAY, SEPTEMBER 19th, 1940

BROTHERHOOD OF SLEEPING CAR PORTERS WORLD'S FAIR DAY

PROGRAM

INVOCATION ..... BROTHER R. R. MATTHEWS
Chairman, Executive Board New York Division

SELECTION—"God Bless America" ..... Y.M.C.A. ALL GIRLS GLEE CLUB and AUDIENCE

INTRODUCTORY REMARKS ..... CHAIRMAN

SINGING—"Lift Every Voice and Sing."

ADDRESS ..... M. P. WEBSTER
First International Vice-President, Brotherhood of Sleeping Car Porters

SOLO—"Homing" (*by Del Reigo*) ..... MISS BEATRICE ALLEN

SELECTION ..... Y.M.C.A. ALL GIRLS GLEE CLUB

ADDRESS ..... HONORABLE HERBERT LEHMAN
Governor, The State of New York

SOLO ..... PROF. FURMAN FORDHAM, *Lyric Baritone*

ADDRESS ..... HONORABLE FRANCES PERKINS
Secretary, U. S. Department of Labor

SOLO ..... MISS MAYE HOOPER, *Mezzo Soprano*

ADDRESS ..... A. PHILIP RANDOLPH
International President, Brotherhood of Sleeping Car Porters

•

FRIDAY, SEPTEMBER 20th, 1940

10 P. M. Until ?

BIENNIAL CONVENTION BALL

GOLDEN GATE BALLROOM

142nd Street and Lenox Avenue

Greetings

from an Honorary Member who has been a friend from the beginning when friends were few.

JAMES A. (Billboard) JACKSON

"THE ESSO MAN"

who meets many of the members while traveling and wants the others to know as they do, that I am proud of my card.

Compliments of

HI-HAT BAR AND GRILL, Inc.

For Discriminating Pleasure Seekers

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STORES CO. INC.

Clothing for Men, Women & Children

Radios - Wrist Watches - Haberdashery

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When in New York for the day, the week, or permanently, for exquisite living.

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100 W. 138th ST., at Lenox Ave.

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155th St. & St. Nicholas Pl.

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(On the Hill)

238 West 145th Street

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(In the Valley)

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18 years' satisfactory service

Fine Workmanship for the Most Discriminating.

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AUdubon 3-4545

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for a

SUCCESSFUL CONVENTION

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New Features of Perkin's Services — Continuous Music from the Grand Console

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Brotherhood of Sleeping Car Porters

LAGOS BAR & GRILL

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AUdubon 3-9815

Welcome — and Best Wishes

SLEEPING CAR PORTERS

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HATCHER, C.
HAWKINS, E.
HUNTER, E.
McGAUGHEY, G.
NESBITT, T.
PATTON, H. F.
PERRY, H.
PLUMP, F.
ROGERS, C.
SMITH, R.
TAYLOR. J.
WATKINS, R.
WATSON, B. L.
WINSTON, C.

NASHVILLE, TENN.

BONE, F. H.
HOLT, L. T.
JAMES, W.
POPE, H.
ROBERTSON, S. W.
ROYSTER, WM.

NEW ORLEANS, LA.

HALL, S. FRANKLIN
MITCHELL, A. T.
JOHNSON, WILLIAM

NEW YORK DIVISION

ARCHER, M.
ANDERSON, W.
ASHBY, C.
ADAMS, N.
ADAMS, J.
ACOSTA, F.
BLACKMAN, W.
BREWER, G.
BOWE, W. H.
BOWLER, F.
BROWN, E.
BYNUM, O. W.
BASILAN, V.
BROWN, H.
BROWN, J.
BROWN, J. W.
BAGLON, A.
BALLARD, J.
BANTISTA, F.
BARBER, J.
BABB, C.
BAILEY, H.
BELL, J.
BARNES, J.
BONNER, L.
BACCALLA, J.
BRANCH, A.
CUNNINGHAM, M.
CARTER, R.
CARTER, L.
COOPER, W.
CAREY, M.
CRAWFORD, T.
COLES, R.
CARTER, J.
COX, S.

NEW YORK—*Continued*

COX, J.
COLEMAN, M.
CHAPMAN, F.
COLEBROOK, T.
CHADWICK, T.
CHITTICK, T.
CUNNINGHAM, M.
CHESSE, E.
COLTRANE, L.
DONNELLY, A.
DAVIS, C.
DAVIS, J.
DUCKWORTH, C.
DANIELS, E.
CONELLY, M.
DORSEY, H.
DAVIS, C. E.
DEBRICK, H. REV.
DONNELLY, M.
DURANT, R.
ELTRIDGE, J.
DARDEN, E.
EADDY, J.
GREEN, J. W.
EICHELBERGER, T.
EURE, L.
EDMONDSON, F.
ELZY, A.
FRAZIER, W.
FORD, M.
FISHER, A.
GAVIN, D.
GOODING, T.
GRIFFINS, A.
GRAHAM, R.
GOODMAN, V.
GALLIMORE, T.
GUNTER, L.
GARNER, F.
GILBERT, J.
GREGORY, W.
HENDERSON, J.
HORTON, M.
HUNT, P.
HUNTER, A.
HARISTON, H.
HILL, S.
HILL, J.
HILL, M.
HAWTHORNE, G.
HANSHAW, W.
HOGAN, F.
HAMMOND, G.
HINTAN, P.
HOWELL, W.
HAMMOND, E.
HUTCHINS, R.
JEFFERSON, S.
JAMES, W.
JOHNSON, Z.
JOHNSON, A. A.
JONES, J.
JACOBS, W.
JONES, P.
JACK, J.
JONES, R.
JACKSON, C.
JOHNSON, J. T.
JOHNSON, J.
JOSEPH, S.
JACKSON, J.
JOHNSON, W.
JOHNSON, A. B.
KEMP, J.
KNEIGHTON, C.
KING, W.
KNIGHT, W.
KING, E.
LA ROCHE, D.
LAVONG, W.
LOGAN, C.
LOGAN, C. A.
LIGGON, T.
LOMAX, J.
LAWRENCE, T.
McILVAIN, S.
McCOY, J.
MIMMS, W.
MILLS, W. C.
MATTHEWS, R.
MAPP, R. S.
MOULTRIE, H.
MIMS, W.
MILLER, T.
MARSH, C.
McCARGO, J.
MURPHY, W.
MITCHELL, C.
McMILLIAM, FRANK
MANNING, J.
MARSHRURN, M.
MARINER, H.
MURPHY, J.
McCANTS, J.
MEYERS, R.

NEW YORK—*Continued*

MITCHELL, F.
MOORE, T.
McLAURIN, B. F.
McLARIN, W.
MOULTRIE, H.
NEILSON, L.
ODOM, H.
PARTEE, J.
PREDA, F.
PATTERSON, T. T.
PENN, J.
ROSS, G.
READY, Y.
REYNOLDS, J.
RHODES, J.
RICHARDSON, A.
ROBINSON, P.
ROXBOROUGH, M.
ROBERTS, WALTER
SLEIPLEY, H.
SCHOLFIELD, B.
SMITH, H.
SMITH, J.
SMITH, A.
SIMMOND, E.
STRAYHAND, F.
SLOCUM, J.
SAVAGE, J.
STRAYHAND, R.
SANDERS, J.
SMITH, T.
STRICKLAND, J.
SIMPKINS, W. W.
SMITH, G.
SALLY, M.
SUNDERS, M.
STEADMAN, E.
SMITH, D.
SCOTT, W.
SMITH, J.
SCALES, T.
SMITH, M.
SLEDGE, R.
SMITH, C.
SAVAGE, F.
SLATER, W.
SYKES, L.
SPIRES, J.
SPIRES, M.
SMITH, J.
SCOTT, J.
STRAND, C.
SMITH, J.
TRAVERSE, W.
TURNER, J.
TAYLOR, R.
TOLENTINE, M.
TEMPLE, T.
THOMAS, B.
TURNER, W.
THOMPSON, R.
TIBBS, J.
TAYLOR, R.
TEAQUE, E.
TYSON, R.
TURNER, Mr. & Mrs.
UPPERMAN, F.
VANGART, W.
VINSON, C.
VAUGHN, J.
WILLIAMS, R.
WEBSTER, R.
WOODRUFF, J.
WATKINS, H.
WALKER, J.
WENDELL, P.
WILLIAMS, M.
WINSTON, W.
WATSON, A.
WALKER, G.
WENDELL, P.
WHEELER, C.
WINFIELD, E.
WINSTON, W.
WHEAT, C.
WILLIAMS, J.
WILSON, P.
WILSON, A.
WELTERN, A.
WALKINS, G.
WISE, E.
WORRELL, G.
WOODROW, S.
YOUNG, W. H.

NORFOLK DIVISION

BRYANT, J.
CHANCE, J.
COOPER, F.
DEBERRY, M.
FINCH, C.
FULTON, J.
HUNTLEY, J.
JOHNSON, C.
JOHNSON, S.
JONES, C.
LEAK, O.
MALLOY, W.
McIVER, C.
MOFFATT, J.
REESE, S.
SHARP, W.
TAYLOR, R.
WATERS, J. E.
WHITE, N.

OAKLAND DIVISION

ALBERT, A.
BAKER, C.
BARKSDALE, A.
BASHFUL, G.
BEANE, E.
BENJAMIN, A.
BETTS, T.
BERGERON, I.
BROUSSARD, L.
BROWN, E.
CASIMERE, C.
CLARK, E.
CRENSHAW, C.
CULBERSON, L.
DANDRIDGE, W.
DAVIS, V.
DEGGS, F.
DUBOIS, J.
DEUBERRY, B.
ENGHRAM, R.
FERNIEL, D.
GORMAN, J.
GREEN, J.
HARVEY, J.
HUDSON, H.
HUNT, E.
HUNT, T.
HUGHES, N.
INMAN, R.
JANUARY, J.
KENNEDY, W.
MARTIN, C.
MARTIN, G.

OAKLAND DIVISION (Continued)

MATTHEWS, R.
McCAINE, G.
MELTON, C.
MILLER, C.
MOORE, A.
NUTTALL, R.
PARKER, H.
PARKER, J.
PORTLOCK, D.
RICE, O.
RICHARDSON, A.
RIDLEY, H.
ROBINSON, J.
SEYMOUR, O.
SHELTON, F.
SLOAN, F. B.
SIMON, G.
SIMMONS, G.
STOVALL, J.
THOMAS, A.
TRESVILLE, F.
TRUFANT, H.
TURNER, G.
VAUGHN, G.
WARNER, C.
WEAVER, C.
WEST, H.
WHEATLEY, P.
WHITE, W.
WILLIAMS, C.
WILLIAMS, M.
WILSON, E.
WILSON, W.
WILSON, L.
WINN, C.
WINN, R.
YOUNG, C.

OMAHA DIVISION

ADAMS, G. M.
ANDERSON, P. E.
ALTHOUSE, G.
AVANT, H.
BEASLEY, H.
BEASLEY, W.
BEASLEY, E.
BRADLEY, Z.
BRADLEY, N.
CLARK, L.
COUD, F.
COMANS, N.
DECKARD, G.
DAWSON, R.
ENGLAND, L.
FOSTER, S.
HARRIS, A.
HERRON, J.
HOUSTON, L.
JOHNSON, W.
JONES, J.
JUSTUS, C.
MARTIN, H.
McDANIEL, J.
MOORER, H.
MOORE, N.
MORGAN, L.
POPPS, R.
REESE, R.
SANFORD, S.
SANDERS, J.
SIMS, B.
SIMS, W,
SMITH, G.
TAYLOR, M.
THOMAS, A.
TODD, J.
TOWLES, S.
TRUEHEART, S.
VONER, J.
YOUNG, C.
WASHINGTON, A.
WILLIAMS, A.
WESLEY, F.
WOODS, S.

PHILADELPHIA DIVISION

Men's Auxiliary

ALLEN, E. F.
BAGBIE, CHARLES
BETSILL, E. C.
BILLINGSLEA, J. C.
BOTTOMS, W. A.
COLLINS, SAMUEL
COTTRELL, D. J.
DARDEN, A. G.
DORN, W. O.
FAUNTLEROY, L. B
FAULKNER, L. S.
JONES, W. S.
KENDRICK, W. M.
LANE, E. A.
LOVE, E. A.
MITCHELL, H. E.
MORRIS, WM.
MOSES, FRANK
NATHAN, JOSEPH
OLIVER, C. S.
PHILLPS, E. P.
PINNION, W. S.
ROSS, JAMES M.
SIMPSON, RAY
TAYLOR, HARRY

Ladies' Auxiliary

BILLINGSLEA, J. C.
COLLINS, S.
PHILLIPS, E.
OLIVER, S.
ROSS, J.
SIMPSON, R.

PITTSBURGH DIVISION

ATKINSON, G.
BLANKS, L.
BUCKNER, C.
CLARK, J.
EASLEY, W.
FORD, T.
FULTON, A.
HARPER, F.
HARPER, G.
HAYNES, A.
HENRY, M.
HOWARD, A.
JAMISON, W. E.
MASON, C.
MONROE, C.
MOORE, C.
MOORE, G.
MILLS, D.
NEELEY, C.
ROSE, J.
THOMAS, W.
STALLWORKTH, W
WILLIAMS, P.
WILSON, H.
WYNN, S.
YORBOROUGH, A.

PORTLAND DIVISION

ASKEY, A. A.
BESSELLER, H.
BILLINGSLEA, J.
BURKS, J. P.
CANADA, G.
CLAY, C.
COCHRAN, W.
COLLINS, D.
COULTER, F.

PORTLAND DIVISION (Continued)

CRAWFORD, E.
CULP, K.
DAVIS, J.
DAVISON, I.
DURM, E.
ERVIN, M.
EVANS, A. D.
FISHER, L.
FOSTER, K.
FREEMAN, H.
FREEMAN, T.
FRIDAY, B.
GREEN, L.
HILL, S.
JOHNS, B.
JOHNSON, M.
JOHNSON, O.
KIRLEY, W.
LABELL, W.
LAMB, C.
LAY, O.
LEE, F.
MORGAN, C.
NEELEY, W.
PARIER, P.
RANDALL, G.
RANDOLPH, G.
RAY, L.
REDMOND, S.
REDO, B.
ROBINSON, P.
SCHROPSHIRE, D.
SMITH, A.
SMITH, E.
SMITH C.
STANLEY, J.
STROWDER, E.
TINSLEY, B.
VARNER, E.
WADDY, D.
WAKLER, C. B.

SHREVEPORT DIVISION

BAKER, D. J.
DICKSON, E.
FULLER, C.
HARRIS, L.
MARTIN, H.
McADAMS
TOLIVER, D.
WHITMORE, T.
WILLIAMS, A.
WILLIAMS, J.
WILLIAMS, L.
WILSON, L.

TAMPA DIVISION

GREGORY, M.
JACKSON, J.
REDDICK, H.

TWIN CITIES DIVISION

BALL, C.
BROWN, B.
BUCK, E.
CARROLL, T.
CLARDY, F.
CLARK, A.
COMPTON, C.
FERGERSON, A.
GOODMAN, E.
GRIFFIN, L.
HARRIS, E.
JACKSON, G.
JEFFERSON, G.
JONES, J.
LARK, R.
MORRIS, B.
NORTH, A.
O'NEAL, J.
OWENS, A.
PERRY, D.
PHELEN, C.
POOLE, F.
ROBINSON, M.
SHARP, C.
SIMS, E.
SELDON, J.
VAUGHN, W.
WIMBERLEY, W.

RICHMOND DIVISION

ALLEN, J. H.
GRANDERSON, W.
GREY, G.
HARRIS, W.
LEWIS, W.
MADISON, R.
MONROE, W.
MOON, A.
McNEIL, W.
NEVILLE, J.
NEVILLE, W.
OLPHIS, J.
RALPH, A.
ROYSTER, J.
SIMMONS, J.
SMITH, J.
MADISON, R. H.

WASHINGTON DIVISION

ANCHETA, M.
ANDERSON, M.
ANDERSON, W.
ANTHONY, A.
AUSTIN, W.
BEACHMAN, R.
BEASLEY, A.
BELL, C.
BENTON, S.
BERRY, Z.
BINGHAM, J.
BLACK, A.
BLACK, F.
BLAKE, W.
BRANCH, E.
BRATTON, W.
BROWN, J.
BROWN, H.
LONG, J.
BROWN, T.
BUNCH, L.
BURTON, B.
BURWELL, G.
BURWELL, W.
CALLOWAY, W.
CAMPBELL, L.
CARTER, J.
CLAYBORNE, J.
COOPER, T.
COOPER, R.
COTTON, F.
CRAIG, E.
CUMBER, J.
CUNNINGHAM, J.
DACUS O.
DADE K

WASHINGTON—*Continued*

DESPERT, W.
DICKSON, A.
DOUGLAS, W.
DREW, F.
ELLIOTT, B.
ELLIOT, R.
ELLIS, C.
EVANS, D.
EVANS, L.
FAIR, F.
FINLEY, J.
FINLEY, S.
FISHER, E.
FOSTER, B.
FRYE, R.
GERALD, H.
GAINOR, L.
GIBSON, F.
GILMORE, T.
GIBSON, T.
GOODWIN, R.
GREEN, J.
GREEN, W.
GRENSHAW, S.
GRIFFIN, R.
HALL, H.
HALL, J.
HALLMAN, J.
HARRIS, G.
HARRISON, C.
HARDY, W.
HOLT, W.
HUDSON, W.
HUGHES, C.
HYLTON, C.
ISBELL, A.
IZZARD, W.
IRBY, J.
JOHNS, W.
JOHNSON, C.
JONES, C.
JONES, J.
JOYNER, H.
LAMB, J.
LANE, J.
LAXAMANA, M.
LEE, E.
LEWIS, JOHN
LEWIS, J.
LEWIS, J. T.
LOMAX, H.
LONG, A.
LONG, J.
LONG, L.
LOVING, H.
LUCAS, H. No. 2
LYTTLETON, H.
MASSEY, B.
MITCHELL, C.
MITCHELL, S.
MOORE, T.
MOORE, W.
MORGAN, W.
MORRISON, J.
McCOTTREY, S.
McDAVID, O.
McNEIL, B.
NEWTON, W.
OVERTSTREET, E.
PATTERSON, B.
PATTERSON, G.
PERRY, A.
PERRY, B.
PHOENIX, G.
PORTTEE, A.
QUIMADO, S.
RAMOS, T.
REYNOLDS, J.
REID, W.
RIDLEY, J.
ROBBINS, M.
ROBINSON, R.
SANDLE, A.
SARTOR, J.
SHELTON, J.
SHELTON, O.
SIMMS, W.
SINKFIELD, E.
SLADE, G.
SMITH, A.
SMITH, B.
SMITH, R.
SNOW, F.
SPEIGHT, A.
STEWARD, W.
STONE, W.
SWEENEY, H.
TAYLOR, H.
TAYLOR, T.
THOMAS, F.
THOMAS, W.
THOMPSON, J.
THORPE, J.
TUCKER, B.
TURNER, F.
TURPIN, J.
ULMER, D.
WILSON, T.
WALKER, C.
WALTON, G.
WESLEY, W.
WHEELER, L.
WHITELY, W.
WILKINS, A.
WILLIAMS, H.
WILLIAMS, H. T.
WILLIAMS, Q.
WILLIAMS, W.
WILLIAMSON, W.
WILSON, O.

WINSLOW, ARIZONA, DIVISION

COLE, H.
HAYS, W.
MILLER, R.
MURDOCK, G.
JONES, J.
SCOTT, L.
SIMMONS, R.
VANN, R.

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W. C. BLACKMAN
M. BROWN
H. BOLDEN
T. BOONE
MRS. V. BOONE
R. CARTER
MRS. E. DAVIS
MR. & MRS. V. KEAR
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MRS. G. LUCAS
MRS. O. MORRIS
S. MAPP
G. ROSS
J. SPIRES
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		E. ZACEROUT

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W. E. ENGLAND	MRS. J. TOOGOOD	C. MORGAN
L. F. GOODING	W. TIMMONS	C. HEWITT
L. LIGGON	E. S. WISE	

Permit me to use this means of expression as the token of my deep appreciation for the fine and excellent cooperation you have given as members of the Convention Committee, for the fine spirit of cooperation that has made this program the tremendous success that it exemplifies.

May our efforts to coordinate this Convention's Program prepare us for greater struggles and a finer devotion and loyalty to our great Organization.

THANK YOU!

B. F. McLAURIN

EXECUTIVE BOARD — NEW YORK DIVISION

The New York Executive Board, with the cooperation of the entire New York Division, wishes to express its appreciation for the privilege of acting as host to the 1940 Anniversary Convention.

R. R. MATTHEWS ..... *Chairman*
WM. H. BOWE ..... *Vice-Chairman*
D. LA ROCHE ..... *Secretary*

W. C. MILLS	A. B. JOHNSON	C. E. DAVIS
H. A. ROCK		L. G. SIMS

Greetings

BROTHERHOOD OF
SLEEPING CAR PORTERS
ON YOUR
FIFTEENTH ANNIVERSARY

TRADE MARK REG. U. S. PAT. OFF.

TRADE MARK OF
ANHEUSER-BUSCH, INC.
ST. LOUIS, MO., U.S.A.

EVERYWHERE

Budweiser

THIS PROGRAM PRINTED BY IRA ROSENBERG

C A L L

F O R T H E

NEW YORK CITY CONVENTION

O F T H E

BROTHERHOOD OF SLEEPING CAR PORTERS
AN INTERNATIONAL UNION
AFFILIATED WITH THE AFofL

(A Winner Never Quits And A Quitter Never Wins)

217 West 125th Street
New York City

July 12th, 1940

TO ALL AFFILIATED LOCAL DIVISIONS, GREETINGS:

You are hereby notified that, in pursuance of the Constitution and General Laws of the Brotherhood of Sleeping Car Porters, the Second Biennial Convention and Fifteenth Anniversary Celebration of the Brotherhood of Sleeping Car Porters will be held in the Salem Methodist Episcopal Church, 129th Street and Seventh Avenue, New York City, New York, beginning three o'clock Sunday afternoon, September 15th, 1940, and will continue from day to day through Friday, September 20th, 1940.

- REPRESENTATION -

Article III Of The Constitution And General Laws

The International Organization shall consist of the International President, International Secretary-Treasurer, four (4) International Vice-Presidents, the International Executive Board and delegates in proportional representation from each local division upon the basis of one delegate for the first one hundred (100) financial members, or fraction thereof, and one delegate for each additional one hundred (100) financial members, or fraction thereof, numbering over twenty-five (25).

Organizations, to be entitled to representation, must have obtained a certificate of affiliation (charter), prior to the Convention, and no person shall be recognized as a delegate who is not a member in good standing of the local division he or she is elected to represent.

Our Second Biennial Convention will be the largest ever held during the long, eventful and inspiring history of our great movement. More delegates will be in attendance, and a larger number of visitors will be present. The economic, social and industrial problems which

we have faced during the past two years will be considered and acted upon by the delegates in attendance at the Convention. Definite plans for the development of an intensive and extensive organizational campaign to organize our craft and calling one hundred per cent will be formulated at this Convention.

- FORWARD DELEGATES'NAMES TO INTERNATIONAL OFFICE -

The names of delegates elected to the Convention should be forwarded to the International Secretary-Treasurer at the International Office in New York City.

- DELEGATES SEATED -

Delegates are not entitled to seats in the Convention unless the tax and assessments of their organization have been paid in full prior to the Convention September 15th, 1940.

In this tragic and dreadful hour of a great world crisis, the importance and future of our fine, splendid and constructive Movement demand that every local division entitled to representation shall attempt to send its full quota of delegates to the New York City Convention, September 15th, 1940.

- CREDENTIALS -

Credentials in duplicate are enclosed to all affiliated local divisions. One credential should be given to the delegate-elect and the DUPLICATE forwarded to the International Secretary-Treasurer at the International Office of the Brotherhood of Sleeping Car Porters at New York City.

The Committee on Credentials will meet at the International Headquarters of the Brotherhood of Sleeping Car Porters a few hours before the opening of the Convention, and will report immediately upon the opening thereof at New York City. Hence, the local Secretary-Treasurer will observe the necessity of mailing the duplicate credentials of their respective delegates at the earliest opportunity to the International Office.

- RESOLUTIONS -

All resolutions should be presented to the International Secretary-Treasurer by the delegates not later than Monday, noon, September 16th, 1940.

- HOTEL ACCOMMODATIONS -

All delegates, their families and friends may receive hotel accommodations at reasonable rates through the International Secretary-Treasurer.

Delegates, their families and friends should write the International Secretary-Treasurer, informing him on what train and when they will arrive, and if they desire hotel accommodations.

Delegates should prepare to pay a minimum of $2.00 a day for a room.

Other expenses will be:

1. Admission to the Brotherhood's Day at the World's Fair -- $1.00.

2. Labor Dinner -- $2.50.

3. Convention Ball -- $1.00. (Delegates only will be admitted free to the Convention Ball.)

All delegates should prepare to bring funds for their entire trip to and from the Convention.

Local divisions are required to defray all expenses, including transportation to and from, and maintenance at, the Convention. The International Office has no funds available for these purposes.

All delegates are herewith advised to arrange for their transportation with the Pullman Management of their Districts in ample time for attendance at the Convention.

If there be any further information regarding the Convention, or arrangements for the convenience of the delegates, it will be communicated in a later circular or through the Black Worker.

- BROTHERHOOD CAVALCADE -

Delegates, members of the Brotherhood and their women relatives and friends in the local divisions are advised to form automobile cavalcades to the Convention. Brotherhood members and their friends with automobiles may form such cavalcades to make the trip to New York City from all parts of the country. A trip by automobile, in the form of a cavalcade of delegates, members, families and friends, will be both pleasant and economical.

Fraternally yours,

A. Philip Randolph

A. Philip Randolph
International President

Ashley L. Totten

Ashley L. Totten
International Secretary-Treasurer

apr/mtm
enclosures

SECRETARY-TREASURERS WILL PLEASE READ THIS CALL AT THE FIRST MEETING OF THEIR LOCAL DIVISIONS.

ASA PHILIP RANDOLPH

SUBJECT FILE

BROTHERHOOD OF SLEEPING CAR PORTERS

6th Biennial Convention
23rd Anniversary

Aug.-Sept. 1948

Convention

BROTHERHOOD OF SLEEPING CAR PORTERS
DETROIT - PITTSBURGH ZONE HEADQUARTERS
1308 Broadway, Suite 304-5
DETROIT 26, MICHIGAN

August 6, 1948

SPECIAL CONVENTION BULLETIN TO ALL PRESIDENTS,
SECRETARY-TREASURERS AND LOCAL OFFICERS

As you no doubt know the Sixth Biennial Convention will convene in Detroit, Michigan September 12-17th inclusive.

In order to facilitate the handling of the housing of delegates, you are requested to make inquiry at once among the delegates and members in your division as to who is coming to the convention and what accommodations they desire.

Accommodations are available at two first class hotels as follows: Room and Bath - $3.50 per day for two people; Suite, $7.00 per day for two people. Rooms are also available in private homes if you so desire.

Enclosed herewith is a form in which we are asking that you have each delegate or member who is coming to write his name or names and address on the enclosed form as well as the time he expects to arrive in Detroit and the kind of accommodation that he desires. Have this sent to the above address as soon as possible and the members or delegates will be notified as to where the accommodations are and when they will be available and he will be able to go direct from the Depot to his hotel.

In order that we might handle this housing situation efficiently you are urged to get this reservation matter back to this office not later than August 25th.

Your cooperation in this matter will be greatly appreciated and certainly will make for more convenience for the housing of the delegates.

With best wishes, I remain

Fraternally yours,

BROTHERHOOD OF SLEEPING CAR PORTERS

Bennie Smith

By: Bennis Smith, International
2nd Vice President

BS/lf

Correlation

August 10, 1948

Mr. A. Philip Randolph
Brotherhood of Sleeping Car Porters
217 West 125 Street
New York, N. Y.

Dear Chief:

Our international union in cooperation with Mr. Arthur Elder of the University of Michigan, Labor Extension Service and Vice-President of the American Federation of Teachers in Detroit, is preparing a film strip dealing with the history and accomplishments of the Brotherhood of Sleeping Car Porters.

In order for this film strip to tell the story of the Brotherhood as it developed into a national organization it is essential that we have pictures, newspaper clippings and authentic accounts of personal experiences from all centers of the organization.

Specifically this material should deal with the following topics:

(1) Conditions of employment in early days before founding of the Brotherhood of Sleeping Car Porters
(2) Early efforts to organize - reference to outstanding leaders and their accomplishments
(3) Opposition to organization in your area
    (a) How was organization discouraged
    (b) Who was responsible for discouraging organization
(4) Progress of organization in your area
    (a) Recognition and acceptance of the union by community groups
    (b) Your contribution to civic programs and to labor movements
(5) Looking forward
    (a) Plans for education, community improvement sponsored by your organization
    (b) Educational programs for your own members
    (c) Legislative and economic program

I should very much appreciate your sending immediately, information regarding any or all of these points that you believe would have a general membership interest. If you have original pictures, newspaper clippings, or documents that tie into the information you supply us, please send them along with the request that we return such material as you wish for your files.

Sincerely and fraternally,

Theodore E. Brown

Theodore E. Brown
Director of Research

cc: To the members of the International Executive Board and the Field Organizers

Convention

Non-Partisan Defense Agency of the Labor Movement

WORKERS DEFENSE LEAGUE

National Headquarters: 112 East 19th Street - New York 3 - Algonquin 4-4953

August 31, 1948

Mr. B. F. McLaurin
217 West 125th St.
Brotherhoos of Sleeping Car Porters
New York, New York

Dear Ben:

Aron Gilmartin will be at the convention Tuesday morning of the 14th. We understand that you have arranged time on the program for him.

The resolution on slave labor is enclosed. We hope that the Brotherhood will adopt it officially.

Fraternally,

Rowland Watts
National Secretary

RW/d
Ocilu-153

HALENA WILSON
International President
Office:
3456 So. State St.
5th Floor
Residence:
5046 S. Parkway
Phone: Wentworth 8841
Chicago, Ill.

KATHERINE LASSITER
1st International Vice-President
and Chairman
International Executive Board
103 West 141st Street
New York, N. Y.

MAE DAILEY
2nd International Vice-President
4008 W. Belle Pl.
St. Louis, Missouri

FANNIE J. CAVINESS
3rd International Vice-President
209 Maryland Street
San Antonio, Texas

LETITIA MURRAY
4th International Vice-President
4715 Compton Avenue
Los Angeles, Calif.

Convention

THE LADIES AUXILIARY
TO
THE BROTHERHOOD OF SLEEPING CAR PORTERS, TRAIN, CHAIR CAR, COACH PORTERS AND ATTENDANTS

3456 S. State Street, 5th Floor — Victory 7124

ROSINA C. TUCKER
International Secretary-Treasurer
Office:
817 Que Street, N.W., Zone 1
Phone: Hobar 7367
Residence:
1128 Seventh Street, N.E.
Phone: Atlantic 4913
Washington 2, D. C.

MEMBERS
International Executive Board
NORA FANT
CARRIE B. McWATT
ELLA JOHNSON
MARION SAPPINGTON
ROSIE TAYLOR
CARRIE E. WHITE
A. PHILIP RANDOLPH
ELLA McBRIDE

September 1
19 48

Mr. A. Philip Randolph
International President
Brotherhood of Sleeping Car Porters
217 West 125th Street
New York 27, New York

Dear Sir and Brother:

The inclosed copy of the Auxiliary's Convention program is being sent for your information.

You will notice that you are scheduled to visit the Convention sometime Wednesday morning. It is hoped you will find it possible to honor the Auxiliary with your presence. If not as scheduled, then at your own convenience.

I also hope that I shall have an opportunity to talk with you, if not during the Convention, then, sometime after. It seems to me, as leader of the Auxiliary, that a few observations should be made now in the future interest of the harmony, happiness and progress of the Ladies Auxiliary.

Fraternally yours,

Halena Wilson

Halena Wilson
International President

HW:ef
inclosure

September 3, 1948

Mr. Rowland Watts
National Secretary
Workers Defense League
112 East 19th Street
New York 3, New York

Dear Rowland:

This is to confirm that we expect Leon Gilmartin at the Tuesday morning session of our convention in Detroit.

Time on the program has been arranged and we shall look forward to his being present about 10:00 a.m. September 14.

I shall do everything possible to have the resolution on Negroes and Organized Labor passed at the convention.

Best,

Fraternally,

B. F. McLaurin
Int'l Field Org.

BFM/bs

COPY

Correction

PROGRAM
OF THE
[illegible] CONVENTION OF THE BROTHERHOOD OF RAILWAY CLERKS
A.F. of L.

A.F. of L. Labor Temple
[illegible]
Park and Michigan Streets
Detroit, Michigan

September 13-17, 1948

MORNING SESSION	Monday, September 13th
10:00	Call Convention to order by Joseph Bohle, International President Pledge of Allegiance and Invocation, Vice President [illegible] Welcome Introduction of International President, A. Philip Randolph
10:05	Report to the Convention by International President
11:00	Appointment of Committees Credentials Committee Resolutions and Constitution Committee Rules and Order of Business Committee Auditing Committee Checking and Information Committee Health Resolution Committee Organization and Education Committee
11:10	Address by Arthur A. Elder, Vice-President, American Bank of [illegible] Subject-Partnership Education and the Future of Labor".
	Address by G. J. Nikombing, Director, Council for Cooperative Development Subject-Unions and the Future of the Workers.
12:00	Adjournment.
	Luncheon 12:30 P. M.-2:00 P. M.
SECOND SESSION	2:00 P. M.
2:00	Report of Credentials Committee
2:15	Address by William J. Kennedy, Chairman, Railroad Retirement Board Subject-
2:30	Report of Sidney L. Tolton, International Secretary-Treasurer
2:40	Address by Joseph Lohde, Jr. Subject-Life Insurance's Responsibility [illegible] Cost to the Clerks for Insurance Purposes
3:00	Report of the International Executive Board Report of the Special Committee of the International Executive Board A. Philip Randolph and [illegible] Members of Executive Board

[illegible]

[illegible]	Adjournment
[illegible]	Tuesday, September 14,
[illegible]	Report of Committees
[illegible]	Address by Miss Kathleen [illegible]
[illegible]	Adjournment
	Luncheon 12:00 - 2:00 P. M.
Afternoon session	2:00 P. M.
[illegible]	Our mission of citizen prayer for national institutions and [illegible]
	Report of Committees
	Adjournment
Fifth session	Wednesday, September 15
	Report of Committees
	Recognition of the International Officers of the Ladies Auxiliary to the Convention
	Adjournment
	Luncheon [illegible] P. M. - [illegible] P. M.
Sixth session	2:00 P. M.
[illegible]	Suggestion of Rules for the Election of Officers
	Report of Committees
	Adjournment
Seventh session	Thursday, September 16,
[illegible]	Report of Committees
	Adjournment
	Luncheon 12:00 P. M. - [illegible] P. M.
Eighth session	2:00 P. M.
2:00	Report of Committees
	Adjournment

Clerg the Dakota T. Terr. [illegible]
The Sata Fe Trans. [illegible]

BSCP Convention

AGENDA

for the

SIXTH BIENNIAL CONVENTION OF THE BROTHERHOOD OF SLEEPING CAR PORTERS - AFL

held at

AFL Labor Temple
82 Montcalm
Park and Montcalm Streets
Detroit, Michigan

September 12-17, 1948

PROGRAM

of the

SIXTH BIENNIAL CONVENTION OF THE BROTHERHOOD OF SLEEPING CAR PORTERS - AFL

September 12-17, 1948

at

AFL Labor Temple
82 Montcalm
Park and Montcalm Streets
Detroit, Michigan

Theme of Convention: ECONOMIC AND MORAL REARMAMENT FOR ABUNDANCE AND FREEDOM

OPENING SESSION	Monday, September 13th
10:00 a. m.	Call Convention to order by Bennie Smith, Detroit-Pittsburgh Zone Supervisor and International Vice-President Invocation Address by the Mayor of Detroit Introduction of International President, A. Philip Randolph
10:30 a.m.	Report to the Convention by International President
11:00 a.m.	Appointment of Committees Credentials Committee Resolutions and Constitution Committee Rules and Order of Business Committee Auditing Committee Claims and Grievances Committee Train Porters' Committee Organization and Education Committee Non-Clerical Storeroom Employees Committee
11:30 a.m.	Address: Arthur A. Elder, V-President, American Federation of Teachers Subject: Workers Education and the Future of Labor
12:00	Address: C. J. McLanahan, Director, Council for Cooperative Development Subject: Co-ops and the Future of the Workers
12:30 p.m.	Address: William J. Kennedy, Chairman Railroad Retirement Board Subject: The Railroad Retirement Act and Its Amendments
	Luncheon 12:30 p.m. - 2:00 p.m.
SECOND SESSION	2:00 p.m.
2:00 p.m.	Report of Credentials Committee
2:30 p.m.	Report of Ashley L. Totten, International Secretary-Treasurer
3:00 p.m.	Report of the International Executive Board Report of the Special Committee of the International Executive Board A. Philip Randolph and Milton P. Webster on Denver case
4:00 P.m.	Adjournment Bus Ride

THIRD SESSION	Tuesday, September 14th
10:00 a.m.	Report of Committees
10:30 a.m.	Address: Clif Langsdale
11:00 a.m.	Address: Joseph Rauh, Jr.
11:30 a.m.	Address: Joseph D. Keenan, Director Labor's League for Political Education Subject: Labor's Stake in the Coming Presidential Election
12:00	Address: Richard E. Westbrooks
	Luncheon 12:30 - 2:00 p.m.
FOURTH SESSION	2:00 p.m.
2:00 p.m.	One minute of silent prayer for deceased Brotherhood Officials and members Report of Committees Adjournment
FIFTH SESSION	Wednesday, September 15th
10:00 a.m.	Report of Committees Introduction of the International Officers of the Ladies Auxiliary to the Convention Adjournment
	Luncheon 12:30 p.m. - 2:00 p.m.
SIXTH SESSION	2:00 p.m.
2:00 p.m.	Suspension of Rules for the Election of Officers Report of Committees Adjournment
SEVENTH SESSION	Thursday, September 16th
10:00 a.m.	Report of Committees Adjournment
	Luncheon 12:30 p.m.-2:00 p.m.
EIGHTH SESSION	2:00 p.m.
2:00 p.m.	Report of Committee Adjournment

Convention

PROGRAMME

of the

SIXTH BIENNIAL CONVENTION

LADIES AUXILIARY

to the

BROTHERHOOD OF SLEEPING CAR PORTERS

"A Winner Never Quits
and
A Quitter Never Wins"

Detroit, Michigan
September 13-15, 1948

OFFICERS

HALENA WILSON	International President
ROSINA C. TUCKER	International Secretary-Treasurer
KATHERINE LASSITER	1st International Vice-President
MAE DAILEY	2nd International Vice-President
FANNIE J. CAVINESS	3rd International Vice-President
LETITIA MURRAY	4th International Vice-President

International Executive Board

Carrie B. McWatt	Ella Johnson
Rosie Taylor	Ella McBride
Nora Fant	Carrie E. White
Marion Sappington Bryant	Velmer I. Coward King

A. Philip Randolph

PUBLIC LABOR EDUCATION MEETING
Sunday, September 12th, 1948
Cass Technical High School Auditorium
2421 Second Boulevard
3:00 P. M.

REGISTRATION

Monday, September 13th; 9:00-10:30 A. M.
LUCY THURMAN YWCA
569 East Elizabeth

(Gymnasium)

Joint Welcome Address
to
Auxiliary and Brotherhood Delegates
by
Mayor Eugene I. van Antwerp
A. F. of L. Temple
82 Montcalm Street
10:00 A. M.

FIRST SESSION

September 13, 1948 10:30 A.M.

- Preliminary Proceedings -

Chairman

Mrs. Ida P. Whitaker President
Detroit Ladies Auxiliary

Song America Assembly

Invocation Reverend A. Ralph Davis
Minister of Carter Metropolitan CME Church

Song Hold The Fort Assembly

Vocal Solo Mrs. Minnie Scott
Oh Divine Redeemer by Gounod

Welcome Address Mrs. Novella McKissack
Detroit Ladies Auxiliary

Response Mrs. Nora Fant
International Auxiliary

Introduction of International President
Mrs. Ida P. Whitaker

Address Mrs. Malena Wilson
International President

FIRST ORDER OF BUSINESS

Report of Committee on Credentials

APPOINTMENT OF COMMITTEES

Committee on Rules and Order of Business
Constitution and Resolutions
Cooperatives and Credit Unions
Organization and Propoganda
Finance Committee
Auditing Committee
Workers' Education Committee

MOVING PICTURE - POWER BEHIND THE NATION
U. S. TREASURY DEPARTMENT
1:00 P. M.

Adjournment

SECOND SESSION

Monday, September 13 — 2:00 P. M.

Negro National Anthem — Assembly

Report of Credential Committee

Roll Call

Report from Committee on Rules and Order of Business

- Workers' Education Program -

Mrs. Fannie J. Caviness — Chairman
3rd International Vice-President

Discussion - Labor Schools - Scholarship Recipients
- For 1947-1948 -

Announcements

Greetings from the International Officials of the Brotherhood

Adjournment

SIGHT SEEING TOUR

THIRD SESSION

Tuesday, September 14 — 9:00 A. M.

"Hold The Fort" — Assembly

Prayer

Report of Credential Committee

Roll Call

Report of International Officers:

Secretary-Treasurer
Zone Supervisors

Discussion and adoption of reports

- Adjournment -

FOURTH SESSION

Tuesday — 1:00 P. M.

"We Will Not Be Moved" — Assembly

Report of Credential Committee

Roll Call

- Consumers Co-operative Program -

Mrs. Letitia Murray — Chairman
4th International Vice-President

Speaker — Mr. C. J. McLanahan
Educational Director, Cooperative League of U. S. A.

Symposium — Mrs. Nannie M. Wells
Mrs. Agnes Thornton - Mrs. Velmer Coward King

General Discussion

Adjournment

BIENNIAL SOIREE

FIFTH SESSION

Wednesday, September 15 — 9:00 A. M.

"Negro National Anthem" — Assembly

Prayer

Roll Call

Report of Committees:

Constitution and Resolutions	Scholarship
Cooperatives and Credit Unions	Legislative
Organization and Propoganda	Finance
Workers' Education	Auditing
Executive Board	

Discussion

Visitor — Mr. A. Philip Randolph
International President, Brotherhood of Sleeping Car Porters

Adjournment

SIXTH SESSION

Wednesday — 1:00 P. M.

"Hold The Fort" — Assembly

Continuation of Reports

Discussion: Good and Welfare for Organization

Memorial Service — Three Minute Eulogies

Election and Installation of Officers

Announcements

Adjournment

RECEPTION
WEDNESDAY NIGHT - 8-11 P. M.
J. R. ERSKINE CENTER
114 Erskine Street

LADIES AUXILIARY
EDUCATIONAL WORK SHOP
Thursday, September 16, 1948
Carter Metropolitan CME Church
1512 West Grand Boulevard
8:00 P. M.

Brotherhood and Auxiliary Relationship -
T. T. Patterson, Eastern Zone Supervisor,
Brotherhood of Sleeping Car Porters.
Discussion

***

Financial Structure of the International Ladies Auxiliary -
Rosina C. Tucker, International Secretary-Treasurer,
Ladies Auxiliary.
Discussion

***

Zone Supervision -
Letitia Murray, 4th International Vice-President,
Ladies Auxiliary.
Discussion

***

Rules, Regulations, Policies and Program -
Helena Wilson, International President,
Ladies Auxiliary.
Discussion

***

*

BROTHERHOOD ANNIVERSARY AND CELEBRATION DANCE

A. F. of L. TEMPLE
82 West Montcalm Street
Friday, September 17, 1948

***

*

OFFICE

BROTHERHOOD OF SLEEPING CAR PORTERS
1308 Broadway, Room 305
Detroit 26, Michigan
Cadillac 5695

S O N G S

HOLD THE FORT

We meet today in Freedom's
cause
And raise our voices high;
We'll join our hands in
Union strong,
To battle or to die.

- Chorus -
Hold the Fort for we are
coming
Union men be strong
Side by side we battle
onward
Victory will come.

Fierce and long the battle
rages,
But we will not fear
Help will come when'er its
needed
Cheer, my comrades, Cheer.

LIFT EVERY VOICE AND SING

Lift every voice and sing,
Till earth and heaven ring,
Ring with the harmonies of
Liberty;
Let our rejoicing rise
High as the listening skies,
Let it resound, loud as the
rolling sea.
- Chorus -
Sing a song full of the faith
That the dark past has taught
us,
Sing a song, full of the hope
That the present has brought
us,
Facing the rising sun of our
new day begun,
Let us march on till victory
is won.

WE WILL NOT BE MOVED

The Union is our salvation,
We will not be moved;
The Union is our salvation,
We will not be moved;
Just like a tree, planted
by the water,
We will not be moved.
- Chorus -
We will not, we will not
be moved
We will not, we will not
be moved
Just like a tree, planted
by the water
We will not be moved.
II
Randolph is our leader
We will not be moved
Randolph is our leader
We will not be moved,
Just like a tree planted
by the water
We will not be moved.
The Auxiliary is our
responsibility
We will not be moved
III
The Auxiliary is our
responsibility
We will not be moved
Just like a tree planted
by the water
We will not be moved.

AMERICA

My country 'tis of thee
Sweet land of liberty
Of thee I sing
Land where my fathers die
Land of the Pilgrims' pride
From ev'ry mountain side
Let freedom ring!

. . Know Ye The Truth And The Truth Shall Make You Free . .

•

REPORT OF PROCEEDINGS

of the

SIXTH BIENNIAL CONVENTION

and

TWENTY-THIRD ANNIVERSARY CELEBRATION

of the

An International Union

Affiliated With the American Federation of Labor

Held at Detroit, Michigan

September 12th to 17th, Inclusive

1 9 4 8

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INTERNATIONAL OFFICERS

1948 — 1950

A. PHILIP RANDOLPH ..... International President
217 West 125th Street, Suite 301
New York 27, N. Y.

MILTON P. WEBSTER ..... 1st Int'l Vice-President
3456-58 South State St., 5th Floor
Chicago 16, Illinois

BENNIE SMITH ..... 2nd Int'l Vice-President
1308 Broadway, Room 305
Detroit, Michigan

E. J. BRADLEY ..... 3rd Int'l Vice-President
11 North Jefferson Street
St. Louis, Missouri

C. L. DELLUMS ..... 4th Int'l Vice-President
1716 Seventh Street
Oakland, California

ASHLEY L. TOTTEN ..... Int'l Secretary-Treasurer
217 West 125th Street, Suite 301
New York 27, N. Y.

INTERNATIONAL EXECUTIVE BOARD

MILTON P. WEBSTER ..... Chairman
Chicago, Illinois

THOMAS PATTERSON ..... Secretary
New York, N. Y.

A. PHILIP RANDOLPH, New York, N. Y.
BENNIE SMITH, Detroit, Michigan
E. J. BRADLEY, St. Louis, Missouri
C. L. DELLUMS, Oakland, California
ASHLEY L. TOTTEN, New York, N. Y.
J. BELL, Sr., Los Angeles, Calif.
J. R. BENOIT, Denver, Colorado
A. R. DAILEY, St. Louis, Missouri
G. C. GARRAN, New Orleans, La.
JOHN C. MILLS, Chicago, Illinois
HENRY YATES, Cleveland, Ohio

CONVENTION COMMITTEES

RULES

Mills, John C., Chairman; Chicago, Illinois
Bennett, Richard, Forth Worth, Texas
Bingham, George, Boston, Mass.
Mills, W. C., New York, N. Y.
Norman, R., Kansas City, Missouri
Thompson, L. B., Los Angeles, California
Chevalier, L., Toronto (CPR), Canada

CREDENTIALS

Martin, J. A., Chairman; Chicago, Illinois
Johnson, C. A., Secretary; Jersey City, N. J.
Benoit, J. R., Denver, Colorado
Dash, Marcus, Montreal, Canada
Gray, J. C., Little Rock, Arkansas
Rock, H. A., New York, N. Y.

RESOLUTIONS

Webster, M. P., Chairman; Chicago, Ill.
McNeal, T. D., Secretary; St. Louis, Mo.
Benoit, J. R., Denver, Colorado
Blanchette, A. R., Edmonton, Canada
Bradley, E. J., El Paso, Texas
Bowe, W. H., New York, N. Y.
Boyd, Frank, Twin Cities, Minn.
Caviness, J. B., San Antonio, Texas
Clayborne, J. E., Washington, D. C.
Dellums, C. L., Oakland, California
Doyle, H., Denver, Colorado
Gregory, M., Tampa, Florida
Grooms, C. E., Chicago, Illinois
Henry, M. H., Pittsburgh, Penn.
LaRoche, D., New York, N. Y.
Lee, C. H., St. Louis, Missouri
Manson, L. O., Chicago, Illinois
Mills, W. C. L., New York, N. Y.
Patterson, T. T., New York, N. Y.
Samonte, C. E., Chicago, Illinois
Scott, Clarence, Chicago, Illinois
Smith, Bennie, New Orleans, La.
Smith, Ernest, Chicago, Illinois
Stewart, A., Oklahoma City, Oklahoma
Thornton, Ralph, Chicago, Illinois
Totten, Ashley, New York, N. Y.

AUDITING

T. T. Patterson, Chairman, New York, N. Y.
C. E. Grooms, Chicago, Illinois
A. R. Dailey, St. Louis, Missouri

GRIEVANCES AND CLAIMS

Dellums, C. L., Chairman; Oakland, Calif.
Jones, H. E., Secretary, New York, N. Y.
Althouse, T. W., Omaha, Neb.
Baker, Ben., Savannah, Ga.
Bingham, George, Boston, Mass.
Bennett, S. W., Memphis, Tenn.
Blackman, R. D., Los Angeles, Calif.
Brown, J. E., San Francisco, Calif.
Bryant, E. A., New York, N. Y.
Bowe, W. H., New York, N. Y.
Cobb, E., Calgary, Canada
Culpepper, T. W., Atlanta, Ga.
Chevalier, L., Toronto, Canada
Dash, Marcus, Montreal, Canada
Davis, J. P., New Orleans, La.
Doyle, H., Denver, Colorado
Grant, S. H., Seattle, Washington
Gray, J. C., Little Rock, Arkansas
Harris, Ben., Houston, Texas
Hemphill, B. C., Columbus, Ga.
Heston, R. A., Indianapolis, Indiana
Johnson, A. R., Augusta, Ga.
Johnson, C. A., Jersey City, N. J.
Johnson, S. L., Norfolk, Virginia
Jones, Walter, Denver, Colorado
Loving, O. C., Witchita Falls, Kansas
Miller, C. D., St. Louis, Missouri
Northrip, W. A., Chicago, Illinois
Norman, R., Kansas City, Missouri
Owens, O., Nashville, Tenn.
Payne, A. L., Baltimore, Maryland
Raullerson, Calson, Albany, New York
Richardson, W., Birmingham, Ala
Simmons, L., Montreal, Canada
Smith, Anthony, Portland, Oregon
Speight, A. C., Washintgon, D. C.
Stringer, Smiley, Richmond, Virginia
Thomas, L. S., Asheville, N. C.
Thomas, W. J., Pittsburgh, Penn.
Thompson, L. B., Los Angeles, Calif.
Thompson, E. R., Augusta, Ga.
Threadgill, E. E., Cleveland, Ohio
Whitaker, S. J., Detroit, Mich.

CONVENTION COMMITTEES — Continued

NON-CLERICAL EMPLOYEES

McLaurin, B. F., Chairman; New York, N. Y.
Miller, Dewey, Secretary, St. Louis, Mo.
Broida, Sam, Chicago, Illinois
Bryant, W. J., New York, N. Y.
Fredrick, C. T., Washington, D. C.
Tolland, Alvin, Philadelphia, Penn.

TRAIN PORTERS

McNeal, T. D., Chairman; St. Louis, Mo.
Loving, O. C., Secy; Witchita Falls, Kan.
Bennett, Richard, Fort Worth, Texas
Blackman, R. D., Los Angeles, Calif.
Bradley, E. J., El Paso, Texas
Daniels, Charles, Baltimore, Maryland
Dellums, C. L., Tucson, Ariz.
Dellums, C. L., Oakland, California
Fields, William, San Antonio, Calif.
Foxworth, James, Jacksonville, Florida
Heintz, W., Texarkana, Texas
Hunter, O. F.,
Johnson, A. R., August, Ga.
Johnson, Ray., Augusta, Ga.
Johnson, V. L., Little Rock, Arkansas
Nelson, Clarence, Santa Fe, New Mexico
Orr, W. P., Dennison, Texas
Payne, A. L., Baltimore, Maryland
Smith, C. J., Richmond, Virginia
Smith, J. F., Dennison, Texas
Stringer, S., Richmond, Virginia
Thompson, E. R., Augusta, Ga.
Wood, Andrew, Chicago, Illinois

ORGANIZATION AND EDUCATION

McLaurin, B. F., Chairman; New York, N. Y.
Brown, Theodore E., Secy.; New York, N. Y.
Ayers, Jonas, Jacksonville, Florida
Blackwell, W. C., Chicago, Illinois
Blackburn, Earnest, Chicago, Illinois
Bryant, W. J., New York, N. Y.
Broida, Sam, Chicago, Illinois
Crowder, U. C., Chicago, Illinois
Dellums, C. L., Oakland, California
Fredrick, C. T., Washington, D. C.
Foxworth, James, Jacksonville, Florida
Gray, J. C., Little Rock, Arkansas
Heston, R. A., Indianapolis, Indiana
Johnson, C. A., Jersey City, N. J.
Johnson, D. B., St. Louis, Missouri
Johnson, V. L., Little Rock, Arkansas
Lawrence, A. W., Montreal, Canada
Melton, Edward, El Paso, Texas
Owens, O., Nashville, Tenn.
Page, O. W., St. Louis, Missouri
Rock, H. A., New York, N. Y.
Rush, F. C., Louisville, Ky.
Smith, W. E., New Orleans, La.
Terrell, H. F., Chicago, Illinois
Wilson, B. L., Chicago, Illinois
Woodhouse, S. W., Chicago, Illinois

DETROIT MICHIGAN, SEPTEMBER 12 - 17, 1948

Delegates and Votes

in the

SIXTH BIENNIEL CONVENTION
AND TWENTY-THIRD ANNIVERSARY CELEBRATION

of the

Brotherhood of Sleeping Car Porters

DIVISION	No. of Delegates	No. of Votes	Names of Delegates
		NEW YORK ZONE	
Albany, N. Y.	1	1	Calvin Raullerson
Asheville, N. C.	1	1	L. S. Thomas
Atlanta, Ga.	1	3	T. W. Culpepper
Augusta, Ga.	1	1	A. R. Johnson
Boston, Mass.	1	2	George Bingham
Birmingham, Ala.	1	1	W. Richardson
Buffalo, New York	1	1	Maceo White
Jacksonville, Fla.	1	3	Jonas Ayers
Jersey City, N. J.	1	4	C. A. Johnson
New York, N. Y.	6	43	W. C. Mills
"			B. F. McLaurin
"			H. E. Jones
"			H. A. Rock
"			W. H. Bowe
"			D. LaRoche
Norfolk, Virginia	1	1	S. L. Johnson
Philadelphia, Penn.	1	3	L. R. Williams
Savannah, Ga.	1	1	Ben Baker
Tampa, Fla.	1	1	M. Gregory
Washington, D. C.	2	10	J. E. Clayborne
"			A. C. Speight
		CHICAGO ZONE	
Chicago, Ill.	17	67	W. A. Northrip
"			Ralph Thornton
"			H. F. Terrell
"			Ernest Smith
"			S. W. Woodhouse
"			W. F. Martin
"			U. C. Crowder
"			C. E. Grooms
"			W. C. Blackwell
"			C. E. Samonte
"			Clarence Scott

Delegates and Votes

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DIVISION	No. of Delegates	No. of Votes	Names of Delegates
CHICAGO ZONE — Continued			
Chicago, Ill.			L. O. Mason
"			James Martin
"			B. L. Wilson
"			Manuel Kyle
"			Howard Blackwell
"			John C. Mills
Denver, Colorado	2	3	H. Doyle
"			Walter Jones
Kansas City, Mo.	1	4	R. Norman
Twin Cities, Mo.	1	4	Frank Boyd
Oklahoma City, Okla.	1	1	A. Stewart
Omaha, Neb.	1	1	J. W. Althouse
DETROIT ZONE			
Chattanooga, Tenn.	1	1	L. M. Fisher
Cincinnati, Ohio	1	1	E. W. Harden
Cleveland, Ohio	1	3	E. E. Threadgill
Columbus, Ohio	1	1	B. C. Hemphill
Detroit, Mich	1	3	S. J. Whitaker
Indianapolis, Ind.	1	1	R. A. Heston
Louisville, Ky	1	1	F. C. Rush
Nashville, Tenn.	1	1	O. Owens
Pittsburgh, Penn.	2	4	W. J. Thomas
"			M. H. Henry
Montreal, Canada	1	1	L. Simmons
Montreal (CPR)	2	6	Marcus Dash
"			A. W. Lawrence
Calgary, Canada	1	1	E. A. Cobb
Edmonton, Canada	1	1	A. R. Blanchette (proxy)
Toronto, Canada	1	1	F. T. Winn
Toronto (CPR)	1	6	L. Chevalier
Vancouver, Canada	1	1	A. R. Blanchette (proxy)
Winnipeg, Canada	1	2	A. R. Blanchette

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PACIFIC COAST ZONE			
Los Angeles, Calif.	1	5	L. B. Thompson
San Francisco	1	6	J. E .Brown
Portland, Ore.	1	2	Anthony Smith
Salt Lake City, Utah	1	1	C. E. Dellums (proxy)
Seattle	1	1	S. H. Grant
ST. LOUIS ZONE			
Dallas, Tex.	1	2	D. D. Dorsey
El Paso, Tex.	1	1	Edw. Melton
Fort Worth, Tex.	1	2	W. L. Thomas
Houston, Tex.	1	2	Ben Harris
Little Rock, Ark.	1	1	J. C. Gray
Memphis, Tenn.	1	2	S .W. Bennett
New Orleans, La.	2	8	J. P. Davis
"			W. E. Smith
San Antonio, Calif.	1	3	J. B. Caviness
Shreveport, La.	1	1	E. A. Bryant
St. Louis, Mo.	5	10	D. B. Johnson
"			O. W. Page
"			C. D. Miller
"			T. D. McNeal
"			C. H. Lee
TRAIN PORTERS			
Augusta, Ga.	1	1	E. R. Thompson
Augusta, Ga.	1	1	A. R. Johnson
Baltimore, Maryland	1	1	Charles Daniels
C & O	1	1	A. L. Payne
Georgia, Seaboard	1	1	Ray Johnson
Dennison, Tex.	1	1	J. F. Smith
Dennison Local No. 3	1	1	W. P. Orr
El Paso, Tex.	1	1	E. J. Bradley (proxy)
Fort Worth Local No. 2	1	1	Richard Bennett
Los Angeles U. P.	1	1	R. D. Blackman

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DIVISION	No. of Delegates	No. of Votes	Names of Delegates
TRAIN PORTERS — Continued			
Little Rock Local No. 5	1	1	V. L. Johnson
Oakland, Calif.	1	2	C. L. Dellums (proxy)
Richmond (A. C. L.)	1	1	C. J. Smith
Richmond (A. C. L.)	1	1	S. Stringer
San Antonio Local No. 9	1	1	William Fields
Tucson, Ariz.	1	1	C. L. Dellums (proxy)
Texarkana Local No. 7	1	1	W. Heintz
Union Pacific Eastern Chicago	1	1	Andrew Wood
Jacksonville, Fla.	1	1	James Foxworth
Witchita Falls, Tex.	1	1	O. C. Loving
Santa Fe Train Porters	1	4	Clarence R. Nelson
NON-CLERICAL			
Washington, D. C.	1	1	C. R. Fredrick
New York, N. Y.	1	1	W. J. Bryant
Chicago, Ill.	1	1	Sam Broida
Philadelphia, Penn.	1	1	Alvin Tolland

TOTAL DELEGATES... 134

TOTAL VOTES 267

SUNDAY AFTERNOON SESSION

September 12, 1948

The Opening Session of the Sixth Biennial Convention and 23rd Anniversary Celebration of the Brotherhood of Sleeping Car Porters, A. F. of L., held in Detroit, Michigan, at the Cass Tech Auditorium, September 12-17, 1948, convened at three o'clock, Mr. Bennie Smith, Second International Vice-President, presiding.

Chairman Bennie Smith: Due to some misunderstanding, we are going to be compelled to omit a few of our numbers as a result of a lack of music. So, after the invocation, we will remain standing and sing the Brotherhood's Marching Song. (Completed).

At this time we will have the invocation by Dr. Charles Wesley Burton.

Dr. Charles Wesley Burton (Chicago, Illinois): Oh God, our Father, we bow in Thy presence this afternoon, with grateful hearts and with adoration and praise. We adore Thee because of Thy great majesty and goodness; Thy wisdom and Thy care for mankind.

And as we come before Thee at this hour, we invoke Thy divine blessings upon this Convention which is assembling in this City this afternoon. We would pray Thy special guidance for the officers and leaders of this Convention. We would pray Thy special blessings upon the House of Labor. We realize, Oh God, that this great federation of organizations of working men and women wield a great influence in their lives and in the life of the nation. And we pray, Oh God, that the House of Labor may become united as one great body of progressive men and women looking forward to the achievement of the security and of the well-being and the complete happiness of those in the labor movement and of all mankind.

May the leaders in the House of Labor realize that it is as true of the labor movement as it was true of the thirteen original colonies of this country, that "United they stand; divided they fall." We are living in a time when the united strength of labor and the united strength of all progressive thinking men and women is needed. We are living in the topsy-turvy world when nations have misunderstandings; when peace seems to be far off in our world. And may the leaders of all organizations—labor and other organizations—realize that in order to have peace, we must have reason and wisdom and understanding; that we must cooperate together.

We would pray Thy special blessing upon the Brotherhood of Sleeping Car Porters; upon its International President, A. Philip Randolph, and those who are associated with him; and upon him, who has been more than any one else responsible for organizing and bringing to pass this present meeting; and upon Thy great servant William Green who represents the great American Federation of Labor. Give him added wisdom and strength and courage, so he may continue to go forward leading the great masses of working men and women in their various fields of endeavor.

We would also invoke Thy divine blessing upon our nation, upon the President of the United States and those who are associated with him in carrying out the policies and the program of the administration, and upon those who are entrusted with the great work of trying to bring about world peace and harmony and understanding.

Grant, Oh God, that as these men and women gather here today, and as they shall go forward into a week of deliberation and planning and thinking, that they may be guided by Thy spirit. Hear us in our prayers, and keep us by Thine own power. We ask it in the name of Christ, Our Lord; Amen.

Chairman Smith: We will now sing one verse of the Brotherhood's Marching song. For those of you who do not know it:

"As we meet today in freedom's cause
And raise our voices high,
We will join our hands in Union strong
To battle or to die."

Now let us all sing.

. . . The audience sang one verse of the Brotherhood's Marching Song . . .

Chairman Smith: Be seated, please.

President Randolph, President Green, Officers and Delegates of the International Brotherhood of Sleeping Car Porters, Sisters and Brothers, Ladies and Gentlemen: Greetings.

The Sixth Biennial and 23rd Anniversary Celebration of the International Brotherhood of Sleeping Car Porters, affilated with the American Federation of Labor is meeting for the first time in the City of Detroit, Michigan. The theme of our Convention is "Economic and Moral Rearmament for Abundance and Freedom."

We of the Brotherhood deem it a responsibility and a privilege to conduct this public labor education meeting in the Cass Tech Auditorium. As an organization, that for the past 23 years has been a beacon light in developing union consciousness, especially among the American Negroes, the Brotherhood of Sleeping Car Porters, has made a basic contribution to the economic security and moral stability of the United States of America.

Our program includes prominent personalities, who in their daily lives have contributed much to developing this organization, its Ladies Auxiliary, the American Federation of Labor and our Nation. They will relate, in their brief addresses how from humble conditions this organization surmounted obstacles which would have discouraged weaker hearts. They will tell you of the Brotherhood of Sleeping Car Porters contributions in bringing a higher degree of economic security and moral dignity to a group of workers who have done much in increasing the high standard of service on the American and Canadian Railroads. You will hear of the contributions of the American Federation of Labor in developing free trade unions and the Brotherhood's participation in the program. You will hear of the pioneering, courageous and vigilant leadership that the Brotherhood has assumed in the economic and political life of all American Citizens and especially those of the minority status.

Specifically, ours has been a great responsibility and we have assumed it in many ways. Whether in the fight for a national F.E.P.C., or the elimination of Jim Crow in the Armed Services, the Brotherhood of Sleeping Car Porters under the direction of its International President, A. Philip Randolph, has been in the vanguard.

This Convention is under the local supervision of the Detroit Local of the Brotherhood. Our Daily Sessions will be held in the A. F. of L. Labor Temple, located at 82 W. Montcalm. This is the building owned and operated by the Detroit and Wayne County Federation of Labor, of which we are a member.

The first speaker I will present to you is the President of the Detroit and Wayne County Federation of Labor and has cooperated in helping to make our plans a success. So, it is a pleasure at this time to present to you Brother Frank X. Martel, President of the Detroit and Wayne County Federation of Labor. (Applause)

Brother Frank X. Martel: Chairman Bennie Smith, Mr. Randolph, Mr. Green, Distinguished Visitors, Ladies and Gentlemen: I want you to know how sincerely pleased we are that the Brotherhood of Sleeping Car Porters has chosen our city for its Annual Convention. We have known Bennie Smith, the local representative of the Sleeping Car Porters for many years and have always found him to be a sterling, active and conscientious trade unionist. And it must be a source of great pleasure to him, and his people locally, to have you as their guests this coming week.

Mr. Smith has made reference to your sessions which are to be held in the Labor Temple. We are very proud of our Labor Temple in Detroit, and we are very proud to have you as our guests this week, and we hope you will enjoy its facilities to the fullest.

Coming from the many sections of our great nation and from Canada, I know there are many men and women here today who know little of our city. Detroit has a very interesting history. It has been under four flags at different times.

It was first laid out and established by the early French pioneers. It became a part of the British Empire, and after the unpleasantness with our friend King George in '76, it was a territory of the struggling colonies, then setting up the free nation on this continent. And later, again in the war of 1812, it was invested by the British and remained in their control for several years until after that war was over.

For a number of years it was one of the fastest growing cities in America, due primarily to the development of the automobile; the bulk of which industry is still located here.

Now, I want you to know something about Detroit because while you are here, you will get around and you will see it. You will see Detroit with all of its beautiful streets and boulevards and its new residential sections and then again you will see it with all of its ugly slums and its lack of facilities for the people of this great metropolitan community to enjoy and lead the happy life they ought to have.

From the four corners of the earth the industrialists of our city attracted men and women to work in the basic industry. Prior to the advent of the automobile Detroit was a fairly well organized city. It was the outstanding location of the stove manufacturing industry. There were more stoves made in Detroit than all the rest of the world put together. It was an outstanding center for the manufacturing and processing of tobacco. It was the largest over-all manufacturing center in the world. We had a considerable percentages of the shoe industry in this city. It was a great shipping port, and we had a half dozen dry docks along the river, where many of the vessels along the lakes were built and many of them were serviced.

And the bulk of those industries have left Detroit, and have disappeared. They were all organized in the old days. But with the advent of the automobile industry we developed a new type of industrialist in Detroit; who told themselves that there was no place for organization in mass production industries and for 40 years or more the struggle to maintain organization of working men in this city was a key struggle.

It took men of courage and vision to maintain the right to organize. We had a lot of good unions in Detroit—strong unions—but not in the basic industry. And we had a lot of good men who were sacrificed in the struggle to organize trade unions in Detroit.

We had here in the basic industry the glorified labor prison system known as the production line. We had the spy system, where every tenth man was reporting on his fellow workers. We had the speed-up bonus, and piece work systems of pay, and the open door to kick the worker out in case he wasn't satisfied. There has been a great change come over this community, however, in the last fifteen years.

In 1932, Mr. Green and his associates in the Council of the American Federation of Labor, undertook the organization of the men in the mass production industry, and splendid headway was made. Good organization was established, and we had begun to bring to the men in the auto industry a new freedom they had never known in that industry before.

But due to the differences that arose and the intemperance in some places, this segment of industry was lost to the American Federation of Labor.

Let me say to you, my friends, despite all we might say of our competitors, and of all the quarrels we have had with them here—and there have been many—I would not trade the present conditions existing in Detroit for the old conditions prior to the organization of the automobile workers. (Applause)

Where men of good will, engage in a common enterprise, can lay aside their petty quarrels and recognize that in the life of the human family there is bound to be some differences, then there is hope that some day, and in the not too distant future, all of the forces of labor will be united; that all will be back in the American Federation of Labor. (Applause) And I think the things that have been happening in the last several years indicates that there is a trend in that direction.

The intemperant and over-zealous individuals who have crept into the new movement have been fading from the

picture, and those who seek to use the trade union movement for other than the purposes for which it is organized — that is as an economic organization — are being driven from the Councils of our competitors; and I am sure we will find it much easier to work with them, and that the day is fast approaching when there will be a union of the forces—as so ably prayed for by the Reverend gentleman here today.

Now, while you are in our city, we want you to know we want to help make you happy. It is not our responsibility to take from the local committee their job, but the degree to which we can contribute to making your stay in our city a pleasant one, we want to do it. We know that the earnest men who have come here as Delegates to this Convention are deeply conscious of the responsibility of those they represent, that they are well aware of the struggle with the giant corporations that your officers and unions must deal with, and in spite of the fact that you have made splendid progress up to the present time, there is still a long and torturous road ahead of you, and that you will reach your objective ultimately only because of devotion to duty, by such splendid leaders as Mr. Randolph, Mr. Webster, and the others associated with them. (Applause) And you will also reach that objective because of the loyalty and cooperation on the part of the rank and file of your members.

These, my friends, are the things that are so necessary to make a trade union a success.

The mayor of our city will be with you in the morning to welcome you. He would have liked to be here today, but he is attending a conference at Mackinaw Island, and I wish I had been up there with him—it is a beautiful spot. And the people of this city open their arms to receive you. They want to assist you in any way they can to make your convention a success, so that you in turn can do the good job that you want to do for your people.

In closing, let me say again, we are at your service, and we want to serve you as you want to be served. Congratulations, and thank you, my friends. (Applause)

Chairman Smith: Thank you, Brother Martel.

At this time I would like to say, if we are to examine the history of a great nation or any of its institutions, we would find that the women have played an important role. In the hardships and sacrifices, they can be found assuming their burdens, shoulder to shoulder, and in some instances ahead of the men. As this is true of our economic, political and social institutions, it is equally true of the Brotherhood of Sleeping Car Porters. We are proud of the progress of the Ladies Auxiliary, in our local and national community life. We are appreciative of their contributions. At this time I would like to present a lady who has done much to develop the Auxiliary and by so doing has increased the stability of the Brotherhood. It is with great pleasure that I present to you Sister Halena Wilson, the International President of the Ladies' Auxiliary to the Brotherhood of Sleeping Car Porters. Sister Wilson. (Applause)

President Halena Wilson: Mr. Chairman, Brother Randolph, Brother Green, other International Officers of the Brotherhood of Sleeping Car Porters and the Ladies Auxiliary, and Visiting Delegates and Friends: The International Ladies Auxiliary and its Delegates and members from the various parts of the United States and Canada are again glad to extend their appreciation and their thanks to the Detroit Division of the Brotherhood of Sleeping Car Porters and to the Detroit Ladies Auxiliary, for the very warm welcome that has been extended to its visiting delegates, and to the many untiring efforts that are being put forth by each to assure the comfort and the convenience of their friends.

All are especially proud of the planning that has been done by the Local Auxiliary up to the present time, and all desire to assure its members that the guests have come prepared to enjoy to the fullest extent any and every occasion that might present itself.

The International Auxiliary and its Delegates here assembled desire at this time to extend greetings to its parent organization, the International Brother-

hood of Sleeping Car Porters and to wish for it a most successful and constructive meeting.

For the benefit of those who probably do not know, we would like for you to be informed that the Ladies Auxiliary was first organized in New York in 1925. However, it was not until ten years ago that this organization began to take on any form, or to become any sort of an organization at all. That was some 13 years after it was organized. That was when the International Ladies Auxiliary was brought into existence, when an International constitution and rules and regulations were adopted and a uniform program proposed and finally accepted. So, to the Ladies Auxiliary at least, this Sixth Biennial Convention is not looked upon as just another Convention, but rather as the end of the first decade of the existence of the first International Ladies Auxiliary to the first Negro International Labor organization in the history of this country.

This is an occasion when the officers who were elected ten years ago are gathered to give a report of their stewardship of their respective years in office. How well the Auxiliary has progressed in this time would be shown by comparing the past with the present.

When the Brotherhood's Auxiliary was first organized ten years ago in the City of Chicago, Illinois, representatives from about 27 Ladies Auxiliaries were present. Several of these Auxiliaries had just been organized for that particular occasion. Of the 27 Auxiliaries that were organized and were present, perhaps there were five or six that had any concept of what it took to put a labor organization together, to say nothing of knowing how to keep it together. Some few who were at the birth of that new organization were of the opinion that more time should have been spent in preparing the women for the huge undertaking and the great responsibility that was being placed upon them. Others felt that by actually building the organization, the experience that would be gained throughout the years would, in the long run, prove to be far the better instructor.

Since this latter opinion was to prevail, the International President of the Brotherhood sent out a call to the various Local Auxiliaries requesting their representatives to appear for the purpose of setting up this new organization. Most of these representatives who gathered at that meeting were meeting for the first time; so those comparative strangers were required to select their own officers who in turn were given the responsibility of building a well knit and well disciplined International organization.

There were but few who were present at that organization who believed that the International Auxiliary would prove to be more than a noble gesture, that would in time perhaps last two or three years and then would collapse of its own weight.

And it is possible this might have been true but for the fact that these women had spent many bitter years and had gotten much seasoning through the struggle that its own parent organization had undergone to build its own organization. These women experienced these struggles and these hardships and shared them without a word of question and without any complaint whatsoever.

The faith, the courage, the vision and the experience that was acquired in those dark days were to prove sufficient to carry those newly elected officials up to the present time, where the chief aim of the Auxiliary is to build a program that will strike at the very roots of the many problems that confront Negroes and in so doing to point out to them and to indicate what can be done to overcome those difficulties.

To this end the International Auxiliary has concentrated upon a program of simple, every-day, plain economics of social legislation, labor history, and the much needed philosophy of the organized labor movement. To say that this has been a slow process would be putting it mildly, but the response that has been received during the past few years has more than indicated that that effort has been worthwhile.

As the members have come to understand the extent to which the well-being of their homes, the future of their chil-

dren and the extent that those conditions and wages have upon their families, they have become increasingly interested in the conditions that surround and affect their general well-being.

In the eagerness to learn more of this condition, as a result of this desire evinced by the members, the International Auxiliary early adopted a policy of extending scholarships to its members. Up to the present time approximately $1,000 a year is spent by the International Ladies Auxiliary to send its members in the United States and Canada to the two summer labor schools; one located in the State of New York, and the other in Madison, Wisconsin. We have found that members who were hesitant and not too fairly well adjusted to this program before have left these schools with a new appreciation of their own educational program, and have returned to their respective homes, eager, and anxious to share the knowledge that they had acquired with others in their local groups.

Labor Unions, as a result of these scholarships, have come to have a greater and a deeper significance to the members of the Ladies Auxiliary, and also of the role that women can play and have played and are still playing as members in the labor movement through the ladies auxiliary to that great movement.

Old age, and retirement benefits, livable minimum hourly wages, sickness and unemployment insurance have come to mean more to these women than just social security. They have come to mean protection for the family, for the home and for the aged in times of illness and unemployment. All of these subjects will be discussed during this biennial convention. Women who knew next to nothing about the problems and the issues of their own country five or ten years ago will discuss certain phases of the Marshall Plan, the deplorable predicament that confronts the homeless and displaced persons of Europe, and the recently enacted legislation that deals with those subjects. Opinions will be expressed concerning certain phases of the United Nations Organizations, about world peace, about world rehabilitation, including the walk that was taken just a few weeks ago at the National Democratic Convention in Philadelphia, Pennsylvania.

In relating the developments of the Auxiliary up to the present time, it is not intended to give the impression that the officers are entirely satisfied with the progress that has been made. This fact is far from true, for there is still a great deal to be done before the Auxiliary realizes its educational goal. But the Auxiliary is more convinced than ever that its approach to these problems is sound, that it is headed in the right direction, and as a result it intends to continue its efforts to contribute to the general enlightenment of women everywhere. And I would like to say here, what has been said on a number of other occasions, and in other places, that it is not the intention of the Brotherhood Auxiliary to appear as just another women's organization, with the average women's point of view, or as an organization that is contending especially for the rights, or the so-called rights of women, or for any particular special place for women in the general scheme of things.

The Brotherhood Auxiliary is interested in the program of progress, of the development and the betterment of humanity as a whole, whether that progress is in Detroit, Chicago, New York, Mississippi, Tennessee, or any place throughout the world. The Brotherhood Auxiliary is interested in the dissemination of the doctrine of self-help; in the belief of the interdependence of humanity, regardless of where they may be, whether man or woman.

The Auxiliary has attempted throughout its organizational life to take a realistic view to the world as it is, and not as we would like it to be. Great changes are taking place. The Auxiliary is aware that men and women cannot live in 1948 as they lived in 1908; and that they will not live in 1968 as they are now living in 1948. Future changes are bound to take place. The great inventions that are coming upon the scene are going to see that that is taken care of. And these changes are being brought about by the shortening of the work week, by

the increased span of living, the average span of life as we have it today.

Statistics show that the average life span of the male in America has increased from 48 years to 64 years; an increase of 16 years. The average increased life expectancy of the female in this country is from 51 years to 69 years; and that is an increase of 18 years. Yet isn't it ironic that although life has been prolonged that the opportunities of men and women past 35 and 40 are becoming less?

So you see, it is inevitable that the future changes are bound to take place, and the Auxiliary is attempting to the very best of its knowledge, as an intelligent organization, to prepare its members for those changes.

Thank you very much. (Applause)

Chairman Smith: Thank you, Sister Wilson.

Our program is a little different from what we usually conduct owing to the fact that we generally have one or two solos; but unfortunately we could not get the music here in time. I wish you could have heard a voice that I know you would have enjoyed, and also the music of her accompanist. But we are without the music, so we will be unable to hear the solo.

We were a little late getting started, and there is some one I wanted you to hear equally as much, if not more; but we have the rest of the program to be completed, and he has not the time to discuss the subject as we would like to have him do; therefore, I am going to ask that at this time, the International Vice-President and Zone Supervisor of the Pacific Coast Zone, rise and take a bow. At some future time, time permitting, I will ask him to address you again. Brother C. L. Dellums. (Applause as he arose)

Our next speaker is a man who has a wide and varied experience in the trade union movement. He is a First International Vice-President of the Brotherhood of Sleeping Car Porters, and Zone Supervisor of our vast Midwestern area, with headquarters in Chicago, Illinois. He has done much to develop this organization and is the Chairman of the International Executive Board of the Organization.

When in June of 1941 President Roosevelt issued his historic executive orders 8802-8803 and thereby established the Fair Employment Practice Committee, he appointed as one of his five man committee, our next speaker. Through the turbulent war years he served until the Committee's abolition at the conclusion of the war. There are many who consider him the spark plug, and a guiding influence of that great war-time federal body, an agency which did so much to break down the barriers of racial discrimination in government service and industry in all sections of this nation—including Detroit. Further he was a member of the A. F. of L. Post War Council and is currently a member of the Governor of Illinois' Race Relation Council.

I present to you at this time Brother Milton P. Webster of Chicago, Illinois, First International Vice-President of the Brotherhood of Sleeping Car Porters. Brother Webster. (Applause)

First Vice-President Milton P. Webster: Brother Bennie Smith, President Green, Fellow International Officers of the Brotherhood of Sleeping Car Porters and Ladies' Auxiliary, and our visiting friends, and Brothers and Sisters: I am glad to be with you this afternoon to participate in this meeting in Detroit, Michigan. The Brotherhood of Sleeping Car Porters in Detroit is a relatively small organization, and probably is not as well known in Detroit as it is in some other places. However, it has been in existence in Detroit some 22 or 23 years. It now has offices in the building that is probably the aristocrat of offices among the colored people in this community, known as the Tobin Building. But we were not always so fortunate.

We started in a little office on a very dark street, back in prohibition days, surrounded by speak-easys, which was about the only place that anybody would let us rent a place in Detroit at that particular time.

Not only was the Brotherhood of Sleeping Car Porters not so popular, but the labor movement as a whole was not so popular. We didn't have all of the

large mass production organizations that we have in Detroit today, and Detroit was known as an open shop town.

And I believe in our little small dark dingy cottage that we had over on 18th street, that we were one of the first labor unions to put out a sign in Detroit that we were a labor union, and that we were affiliated with the American Federation of Labor.

The labor movement has been an unpopular institution among the colored people. It enjoys probably an unprecedented popularity today in some sections. I am rather inclined to believe that this popularity that is enjoyed today is rather due to the opportunism of some of the leaders rather than to the basic improvement in their thinking as to the benefits of the trade union movement to the Negroes of this country.

Probably one of the best instances of the lack of appreciation of the value of the labor union to the Negroes of this country has been, or will be revealed no doubt, when the history of the Brotherhood is written, and the character of the people who opposed us in those days is made known.

The Brotherhood of Sleeping Car Porters is just an ordinary trade union that has been brought into being for the same reasons that all other trade unions were brought into being. It is composed of Sleeping Car Porters, originally, who worked for the Pullman Company, in the United States of America, and it was brought about because the Pullman Company was extremely exploiting this class of employees, working for low wages, long hours, and bad conditions. Finally, the Porter got tired of being pushed around.

You know, in the early days the Pullman Company was looked upon as a great benefactor to the Negroes of this country because it provided employment for them—at $25 a month at the time that I came into the service, and I am told that previously that the salary was as low as $17 per month.

Abraham Lincoln's son was the President of the Pullman Company back in the old days, and I guess that was supposed to take the place of what we needed back in the old days, (laughter) because they could look at the Pullman Company as being presided over by the son of the President who was supposed to have freed the slaves. And I have always doubted very seriously whether he had a lot to do with freeing the slaves, because I believe it developed that the good white people of the North and the good white people of the South got into a fight; and while they were engaged in a hot fight, we got away. (Laughter and applause)

So this Brotherhood was brought into being by the same provocation that was responsible for other people organizing. The Pullman Company was a hard-boiled corporation. It no doubt had broken one of the biggest strikes that this country had ever seen, and I believe the leader of that strike went to jail. That was the railroad strike of 1923; and the leader was Eugene Debs; and it (the company) was the exponent of open shop and company unionism.

In the First World War, the roads were turned over to the government, and the government issued an edict that employees of the administration who will be given consideration must come through organizations. The Government would not deal with individuals. Every place we could get five people together, we started a Brotherhood, and started out. When we got to Washington they told us to go back home and find out what everybody wanted.

And then World War I ended, and everybody got theirs out of the war but us. Shortly after that they passed what was known as the Transportation Act of 1920, providing for the organization of railroad workers, similar to the present Railway Labor Act. That is what preceded the Railway Labor Act; and of course, the Pullman Company, who was a fraternalistic organization, so far as the employers were concerned, they set up a union of their own. It had a high class name. It was known as the Plan of Employee Representation, and the Company paid all expenses, and the Porters took it because it didn't cost anything, and we do have a tendency, my friends, to want to take things that do not cost anything. (Laughter) So we took the Plan of Employee Representa-

tion, and after four or five years we found out that it was what its name implied. It belonged to the company because the company sat on both sides of the table.

Our Chairman, Bennie Smith, was part of that Plan, and so was Brother Totten, and others who are members of this organization. And after they found out that the plan did not work so well, we started to set up an organization. Brother Totten and Brother John Mills were two of the original organizers of this set-up. They got the idea and in 1925, some five or six New York Porters held a meeting, and that was the first meeting of the Brotherhood of Sleeping Car Porters, on the 8th day of August, 1925.

And then when the noise got around —you know it always gets around whenever you do anything. Frank Martel spoke about the pigeons they used to have in the factories around here. Well, a stool-pigeon is an integral part of American industry. I believe we had more to the square inch than anybody else in the country. (Laughter)

So when it was rumored that Brother Totten and a few of the boys were setting up this organization, the word was handed down, "If you don't cut it out, you won't be here long." They tried to find another way out, and they said, "We will have to find somebody who is not a porter," and they found Brother Randolph, fortunately.

They were going down Lenox Avenue one night and a fellow was making a speech on a soap box, and they said, "That is the man if we can get him." I don't know if that is true, but I am inclined to believe it because he came to Chicago and had me speaking on a soap box in the Chicago loop. (Laughter)

So from that meager beginning, the Brotherhood of Sleeping Car Porters has developed in 117 cities in the United States and Canada, and we are not here because anybody loves us, but we are here because we pushed everybody out of the way, because we didn't have any friends. (Applause) And when Brother Randolph gets around to writing the history of the Brotherhood, you will find that those who opposed the Brotherhood were men who would make a very fine "Who's Who" among Negroes in that particular time.

All the big people were so sympathetic with the Pullman Company that they felt disposed to tell us that we should not do the particular things we were doing. I was a Porter for 25 years, and I didn't know there were so many teachers and politicians and preachers so interested in the Pullman Porters until we started to organize, and then everybody told us that we were doing the wrong thing. They told us, "If you don't watch your step you are going to lose your monopoly." Now, how is anybody going to lose a monopoly on anything they don't own? If anybody came down on the train and didn't like the way you parted your hair, they told you to get off of it. I remember a chap who was taken off a run because the superintendent's wife said he looked too much like a Chinaman, and off he went.

The Pullman Porter has a contract today that regulates every phase of his job with the Pullman Company that they must respect. (Applause) And a recent illustration of just how well he owns it; a couple of years ago, the Pullman Company fired a man down in Tampa, Florida, John H. Jones, and we tried to get the company to put him back, peaceably like; and they said, "No, we will give him a job in the yards."

We went through the processes that the law requires, and just a few weeks ago, the Pullman Company was ordered to put that man back to work and pay his salary from the 16th day of January, 1946, until the 27th day of August, 1948 —about $7,000. (Applause)

Whenever you have so much control over a job that you can make one of these hard-boiled corporations give up that much money, then you have control of the job, and not until then do you have control of the job. (Applause)

So the Pullman Porter is doing a fairly good job, and doing fairly well today. In the old days people never thought much of a Pullman Porter, not even the colored brothers around. He was supposed to be pretty low down, and had a bad reputation, and you never heard anything about the fellow who was trying to struggle along and trying to take care

of a family on that $25 a month, plus tips. All you heard about was one or two ridiculous fellows who did some things that did not look so good; and among the best colored people, the Pullman Porter was not welcome. And the mother who was ambitious for her girls to be married wasn't so happy to see a Pullman Porter come around.

But the Pullman Porter today, by reason of his contribution and sacrifice to this organization, has opened the pathway for economic progress for Negroes all over this country, and has proven to them they don't have to be scared. And in the final analysis that is all that is wrong. We are scared. We don't know what we are scared of but we are scared. (Laughter). When we started it all, the big thinkers of the nation started telling us what we had better not do. They got scared. But the only difference between the Pullman Porter 25 years ago and today is that he is making about 25 times as much money and his job belongs to him. And for the benefit of any mothers who might be ambitious, he is a good catch. (Laughter and applause)

And so, to a large extent, my friends, the job of developing an organization and a program is well on the way. The Porter is recognized through his organization. The company, which in times gone by was hard-boiled, is now not so hard-boiled. They are just like everybody else. We don't believe that the company basically has changed any, but the Porter has changed, and as long as he has the power to put his heel on the company's neck, there will be no trouble getting along with them. After all, that is the same situation that all workers in this country have had to overcome. White workers of the nation do not enjoy the things that they enjoy simply because they are white. And if you will read the history of the trade union movement, you will find that the white workers of this nation have made tremendous sacrifices against even white employers, in order to obtain the standards they obtained for themselves today. If white workers have had to fight and bleed and die to get justice from white employers how can Negroes get it easier, if in addition they don't like us because we are black in this democratic country we have around here? (Applause)

And so the Pullman Porter has done a pretty good job for himself, and I would say, in the language of the street, that he is, so to speak, sitting pretty. (Laughter)

Brother Randolph, you know, is a tireless individual. He is always looking for something to do, and just about the time we got the Pullman Porter in pretty good shape, and thought we were going to sit around and take it easy, he said, "There are about 4,000 chair porters in the country screaming for organization," and so we went into that program. So now we have the Chair Car Porters organized, and have contracts with 39 railroads, covering the grievance machinery of that particular class of men.

And you know, my friends, we have some serious problems here in this country; very deep seated problems. We haven't only got a problem of trying to get jobs, but of trying to keep the jobs we have. There are large powerful organizations composed of white workers in this nation today, with millions of dollars in their treasuries, and color clauses in their constitutions, that are moving with every ounce of force and energy that they have to force Negroes off the jobs in the railroad industry today.

The Train Porter and the Negroes who are locomotive firemen who were an institution on the Southern Railroads from the days of wood burning engines are being eliminated from the railroads. When the job gets good and pays well and is relatively easy, then it is no longer a colored man's job. The Brotherhood of Railway Trainmen, whose President brags that he has 47 million dollars in his Treasury—and he said he would use it all to defeat Truman, and then he changed his mind, incidentally—have carried on in the past 25 years a campaign for one purpose: to drive Negroes who are train porters off the job.

We have cases now in the court on the Santa Fe Railroad, involving several hundred men. We have cases in the courts on the Missouri, Kansas and Texas Railroads. Because Pullman Porters built a powerful organization, they have at last an institution that is properly equipped morally and financially to fight

the battles of these men; and up until this time, nobody else has been able to do it. (Applause)

The other situation is the Negro Locomotive Firemen. When Brother Randolph and I went through the South, Negro Firemen came to us telling us about their plight. We finally got them all together—they had about 50 organizations, like we always do. We changed them all into one organization, and the fight for the retention of the Negro Locomotive Firemen on the railroads seems to be an unusual success. We had some experience with it during the war when I was a member of the President's Committee. I don't have time to tell you about it, but sometime I am going to write the story of how ex-President Roosevelt defeated the Committee to get justice for the Negro Locomotive Firemen.

So now, not only have we done a job for Pullman Porters but we have experimented and spearheaded the fight for the other Negro Workers throughout the nation. We represent a group of men on a road out West here, called the Union Pacific. They hire about 350 Negroes, as Chair Car Attendants. Before we got into the picture they had only one disciplinary action against a Negro, and that was to discharge him. We stung them a little. They had to pay, and now the whole system of disciplinary action has been revolutionized.

And so, because five Pullman Porters met in 1925 and developed this organization, more happiness has been brought into the families and into the life of many other people. And then, you know my friends, we are a working class people. Some of us don't like to admit that, but that is what we are. We are not a business people. We hear a lot of talk about Negro business. Now what kind of business is Negro business? The business of this nation is already so controlled by the vast corporate interests, which we refer to as Wall Street, that there isn't any chance, not only for Negroes, but any small group of people who are impotent to muscle in.

The railroads are so highly organized we won't own a railroad any time soon. The meat packing industry is pretty well organized. I am told that a half dozen banks in New York control all the banks in the nation, so it doesn't appear that we will get into the banking end of this thing soon, and so it is with all the basic industries in the nation.

But we have a valuable business. We have a valuable asset, and that is the labor that we have to sell. The reason we haven't been able to cash in on it is that we haven't controlled it. We have not been organized, so we have not been able to control it. The contracts that are owned by the Brotherhood of Sleeping Car Porters, go out of the race and bring into the race every year 54 million dollars. Brothers, that is big business, there is no question about it at all. (Applause)And we have been overlooking it all the time. We cannot organize a bank, and forget about the fact that the biggest thing we have is the labor we have to sell—and we can sell it for what it is worth. Business will come around looking for us rather than us having to look for business. And so we have gone into one or two other so-called extra curricular activities as a result of the benefit of the organization of this group of men. Therefore several years ago, Brother Randolph set up a movement that he called the March on Washington Movement.

You know that was not very popular. Nothing we have ever done has been popular, despite the fact that we have had fairly good results, and none of the high class folks wanted to be associated with a movement that is going to march on Washington. As a result of that movement, we got the Executive Order 8802, providing for the elimination of discrimination in the war industries, and in the government, and got me appointed by a Democratic President as a member on the Committee—and that is something. (Applause)

That Committee functioned all during the war, and was responsible for thousands of Negroes being placed in jobs where Negroes never had worked before. People in Detroit can probably recall that some of these unions down here who now boast that they don't have any discrimination, sat down in the automobile plants. Why? To keep a few Negroes

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the battles of these men; and up until this time, nobody else has been able to do it. (Applause)

The other situation is the Negro Locomotive Firemen. When Brother Randolph and I went through the South, Negro Firemen came to us telling us about their plight. We finally got them all together—they had about 50 organizations, like we always do. We changed them all into one organization, and the fight for the retention of the Negro Locomotive Firemen on the railroads seems to be an unusual success. We had some experience with it during the war when I was a member of the President's Committee. I don't have time to tell you about it, but sometime I am going to write the story of how ex-President Roosevelt defeated the Committee to get justice for the Negro Locomotive Firemen.

So now, not only have we done a job for Pullman Porters but we have experimented and spearheaded the fight for the other Negro Workers throughout the nation. We represent a group of men on a road out West here, called the Union Pacific. They hire about 350 Negroes, as Chair Car Attendants. Before we got into the picture they had only one disciplinary action against a Negro, and that was to discharge him. We stung them a little. They had to pay, and now the whole system of disciplinary action has been revolutionized.

And so, because five Pullman Porters met in 1925 and developed this organization, more happiness has been brought into the families and into the life of many other people. And then, you know my friends, we are a working class people. Some of us don't like to admit that, but that is what we are. We are not a business people. We hear a lot of talk about Negro business. Now what kind of business is Negro business? The business of this nation is already so controlled by the vast corporate interests, which we refer to as Wall Street, that there isn't any chance, not only for Negroes, but any small group of people who are impotent to muscle in.

The railroads are so highly organized we won't own a railroad any time soon. The meat packing industry is pretty well organized. I am told that a half dozen banks in New York control all the banks in the nation, so it doesn't appear that we will get into the banking end of this thing soon, and so it is with all the basic industries in the nation.

But we have a valuable business. We have a valuable asset, and that is the labor that we have to sell. The reason we haven't been able to cash in on it is that we haven't controlled it. We have not been organized, so we have not been able to control it. The contracts that are owned by the Brotherhood of Sleeping Car Porters, go out of the race and bring into the race every year 54 million dollars. Brothers, that is big business, there is no question about it at all. (Applause) And we have been overlooking it all the time. We cannot organize a bank, and forget about the fact that the biggest thing we have is the labor we have to sell—and we can sell it for what it is worth. Business will come around looking for us rather than us having to look for business. And so we have gone into one or two other so-called extra curricular activities as a result of the benefit of the organization of this group of men. Therefore several years ago, Brother Randolph set up a movement that he called the March on Washington Movement.

You know that was not very popular. Nothing we have ever done has been popular, despite the fact that we have had fairly good results, and none of the high class folks wanted to be associated with a movement that is going to march on Washington. As a result of that movement, we got the Executive Order 8802, providing for the elimination of discrimination in the war industries, and in the government, and got me appointed by a Democratic President as a member on the Committee—and that is something. (Applause)

That Committee functioned all during the war, and was responsible for thousands of Negroes being placed in jobs where Negroes never had worked before. People in Detroit can probably recall that some of these unions down here who now boast that they don't have any discrimination, sat down in the automobile plants. Why? To keep a few Negroes

from being up-graded under their own rules—right here in Detroit. (Applause) And that same situation was relatively true in many industres throughout the nation. They had an idea that a Negro wasn't supposed to work in any semi-skilled industry in the nation. And when we investigated the airplane industry they had no Negrces. They said that none of them had applied.

There has been a question about the President's Committee on Fair Employment Practices, but if all the people who benefitted by the jobs could talk, could be heard, then it would be revealed that hundreds of thousands of Negroes were placed into jobs as a result of this President's Committee on Fair Employment Practices.

There have been efforts to pass FEPC bills in a lot of states, and there has been an effort to get an FEPC bill passed nationally. Some of the states have passed some laws—New York, for instance has passed what I am told is a very good law. Some of us have passed some laws that are not so good. The politicians around Chicago passed a city FEPC but nobody knows it is there. Personally, I think it has deviated from the main objective to switch from federal to state legislation in that effect.

But some of the state laws, I understand, have done fairly well. In a recent editorial written in the Chicago Tribune, quoting statistics which they claim were gathered by the Urban League, they pointed out that in Illinois, according to these Urban League statistics, in Illinois where they didn't have a FEPC, the number of Negroes on white collar jobs, exclusive of those in Negro businesses and neighborhoods, were far greater than the number of Negroes who were working on white collar jobs in the city of New York.

Of course, I haven't any faith in statistics anyhow. One of these companies had some statistics the other day to show us where they couldn't reduce the hours, and the statistics depended largely on the integrity of the statistician, or what point he is trying to prove. But assuming that the statistics are correct, the big thing that has happened in the introduction of a FEPC law in the State of New York has been overlooked, and that is the fact that the FEPC law has changed the pattern of employment among the Negro people in the state of New York. And I am proud of Chicago, because I have lived there pretty much all of my life—Chicago, and all of its slums and dirt, as Brother Martel says Detroit has—but there is no comparison of the job opportunities of Negroes in New York since FEPC has been on the statute books. (Applause)

Negro women are working in banks in New York. I don't know of a large department store in New York that doesn't hire Negro women, and they are working in all of the different places where they haven't worked before, and the pattern is changed; and even if we don't have as many in numbers—and I doubt that very seriously—we certainly have changed the pattern, and the pattern has not changed in Chicago, because Negroes do not even run elevators in the biggest department stores there. I am told that the biggest ones do not even want you to buy there. Negroes do not work in banks, unless they are porters and they don't work in any of the same institutions that Negroes are being regularly hired and integrated into in New York. You cannot judge the value of the law by what is happening today; but with a changed pattern, five or ten or fifteen years from now is when the statistics ought to be taken.

My friends, in conclusion, I want to mention one other matter. You know we have always been unpopular, and I have gotten to the point where I like to be unpopular by some of the people on the other side. Probably one of our greatest antagonists among the race has been our Negro newspapers. We had to sue one the other day because they said some things that were not true, and some of them were glad to pay off.

When the Brotherhood started, they said that Randolph was a crack-pot, and that he had an insane idea if he had the slightest idea of trying to organize Pullman Porters. You know what the result has been. But the same people said he was a crack-pot. When he started the

March on Washington Movement the criticism came from the same sources. But the President's Committee was appointed, and we got many jobs as a result thereof, and if you have read the colored papers in the last three weeks, Brother Randolph has been called everything, editorially, and by these high powered pork and bean writers referred to as columnists, I believe.

One of them said that his idea was insane, having reference to his efforts to break down Jim Crow in this country in the army. The thing that was overlooked — sometimes some of my colleagues tell me that I am a little too rabid on the newspapers, and I make up my mind I am going to be good and not say anything, and then they start something. (Laughter) I picked up an editorial in Kansas City, and it referred to Brother Randolph and his ideas in opposition to Jim Crow in the Army as being insane ideas.

Look back a minute and we shall see what happens. What happened when Brother Randolph told the Senate what was going to happen? The idea of Jim Crow chronicled before the whole world as it never had been chronicled before. (Applause) And if nothing else had been accomplished it would have been well-worth the effort. But something else was accomplished. It pressured an executive order against Jim Crow in the Army, and said that is what the order intended to do. And had there not been any activities on the part of Brother Randolph and his Committee that executive order would not have been issued, and there would not have been even the slightest changes that have already been made in the reorientation of the set-up in the United States Army. (Applause)

And so, the Brotherhood of Sleeping Car Porters feels to some extent proud of some of the accomplishments that have been made. The surface has not been scratched. We hold meetings such as this to convey to those of our people who are not a part of us, some of the things that have been done by us, in the hope that the disease might be catching. If 15,000 Pullman Porters can develop an organization that commands not only the respect of the company for which these men work, but commands the respect in all the worthwhile places of the nation, what could not be done by a hundred thousand Negro workers throughout this nation, with economic organization such as this? (Applause)

We have dedicated our program to try to bring to the rank and file of the Negro workers of the nation some of the things that have been accomplished by us, in the hope that they might catch on and take their place along side other workers in this nation.

You know democracy in America is practiced with its fingers crossed. As I go about the country I don't believe that the people who run this country have any intention of giving Negroes a square deal. None whatsoever. (Applause) And if there are those who have that intention, they are afraid of what their fellow men might say about them, and they are afraid to speak. You find a few here and there, but I am talking about the people who run the country, and if we expect to get any small measure of this thing in this country that they call democracy, the only way we are going to get it is to take it, and if we don't take it, we are always going to be at the bottom of the ladder. The Brotherhood of Sleeping Car Porters is dedicated to the idea of taking. We have taken a few things and nothing has happened to us.

I thank you. (Prolonged applause)

Chairman Smith: Thank you, Brother Webster.

If time would permit I would like to introduce each of the people on the platform here by name—each of the International officers of the Brotherhood and Ladies Auxiliary; but time does not permit, so for all of those who have not spoken, and so you may know some of the other International Officers of the organization, I am going to ask them to rise in a body. Rise and let the people see you. (Applause as the International Officers arose)

These officers represent the organization in every section of the country in the United States of America and the Dominion of Canada.

I also want to take this opportunity

to say that tonight at eight-thirty at the Lucy Thurman Branch of the Y.W.C.A. which is located at 569 E. Elizabeth, we will have a treat for you, and you are all invited into the social room where we are going to have a movie strip for you. It is quite educational and we will be glad to have you all there.

At this time, I see that I cannot control the limit of all the speakers, but I can control the talk of the Chairman. I am going to limit that to a few words, because the next speaker who is about to address you needs no introduction to this or any other audience in the United States of America or the Dominion of Canada. Most of you know his accomplishments, and at this time I am going to present to you the International President of the International Brotherhood of Sleeping Car Porters, Brother A. Philip Randolph. (Prolonged applause)

President A. Philip Randolph: Brother Chairman, William Green, President of the American Federation of Labor; Mrs. Halena Wilson, President of the International Ladies Auxiliary; Delegates to the Sixth Biennial Convention of the Brotherhood of Sleeping Car Porters, and Fellow Citizens: I am indeed glad to have our Convention here in Detroit, and we are happy, Bill Green, to have you with us.

Now, since President Green must take a train soon, I am going to make my remarks brief. May I say that there are three great questions that seriously engage the interest and attention of labor and all of the peoples of the world today. One is the atomic bomb — what are we going to do to prevent this expression of the mechanical genius of man from destroying man? The atomic bomb was not invented for purposes of peace or construction, but for destruction, for war.

And a great problem of the world today is how man is going to be able to develop his moral and spiritual life so as to be able to control this destructive mechanical contrivance. In other words, mankind with the atomic bomb, with his present moral development, is comparable to a child with a 38 revolver in his hand. Labor must make its contribution to the education of the world and the workers, in order that this instrument may not become a Frankenstein of our modern civilization.

The next question, which is of transcending importance and significance is the revolt of the world of color against the doctrine of white supremacy. Brother Webster has sketched certain phases of the manifestation of this idea in various areas of American life. But it is interesting at this time to look over the world and see the marvelous and revolutionary transformation which has taken place in the thinking and the spirit of the world of color.

The world of color today seeks a new status. It seeks equality, freedom and justice. Only a few months ago, a delegation from Nigeria went to London, England, under the leadership of an African, Essy Ricky, for the purpose of conferring with Creech Jones, the Secretary of Colonial Affairs, and for the purpose of meeting Prime Minister Atlee, in the interest of presenting the fact to these agencies that the natives of Nigeria were no longer content to live under British domination, and that they wanted Dominion status.

I get a large number of papers from various African communities, and it is a revelation to see that not only has a new spirit seized the people all over Africa for liberty and independence, but they express their point of view in the finest style, in the finest of literature. What is true of Africa is true of the West Indies.

Today there is a movement throughout the West Indies for the federation of all of the islands, and in Kingston, Jamaica, for the first time, you have a colored mayor.

In the United States of America, this movement for status equality, freedom and justice, has taken various forms. One is the organization of the worker into trade unions. I suppose there are more than a million Negro workers, at the present time, in the American Federation of Labor, and you have almost a million in the C.I.O. And then you have the struggle on the part of Negro Americans to abolish discrimination and segregation, not only in industry, labor and

in government, but in education and other areas of American life.

And then there is another phenomenon which is of vast importance to the world today, and that is the conflict between the Western Democracies and Soviet Russia's totalitarian communism. This conflict will unquestionably give new shape and form to the things to come. Labor and minorities, and especially the Negro can find no hope in a totalitarian system.

Following the Russian revolution of 1917, a new concept of the state came into existence. It was the totalitarian concept of estate, or rather the organization of a national community in terms of one dominant pattern, not only in politics; in labor, in government, but also in religion, in art and science.

However, labor and minorities must have a framework of society under which they can express their grievances against the various agencies that oppress and exploit them. For that reason they need to have the right of free speech, the right of freedom of the press, freedom of assembly, freedom of religious worship, the right of habius corpus, trial by jury, the right of petition. These are democratic rights that adhere in a democratic regime. They do not exist under a totalitarian state. They do not exist in Soviet Russia. They did not exist in Nazi Germany. They did not exist in Fascist Italy. There, the hope of labor and minorities cannot exist under a communist state.

I want at this time to express my great tribute to William Green for the role he has played as the head of the greatest labor organization in the Western world, (Applause) in exposing the machinations of communism and indicating the great danger and menace of this movement to the hopes and the trials and aspirations of the workers. In every convention of the American Federation of Labor, in ringing and convincing tones, he has made his statement in the interest of the Democratic society. Democracy emphasizes the rights of the individual. That was true of the French Revolution. The French Revolution was a revolt against the tyranny of monarchy. The English Revolution was a revolt against autocracy of the state. The American Revolution was the condemnation of King George the Third and the British Empire, in its refusal to give consideration to democratic rights for the American colonists and the colonies.

But the totalitarian revolutions, the totalitarian states have emphasized the right of the state, the privilege of the state, as against the rights of the individual.

William Green and Matthew Woll, one of the Vice Presidents of the American Federation of Labor, and Norman Thomas, a great leader of Socialists throughout the Western world, and Walter Reuther of the C. I. O., have done more to halt the rising tide of communism in the United States of America and in the Western Democracies than any other forces within the framework of the United States of America. (Applause)

In conclusion, may I say that we are happy to welcome you again to the Convention of the American Federation of Labor, Bill Green. You have been with us in every Convention we have held, (Applause) since we received our International Charter. (Applause) This Brotherhood has never called upon Bill Green for any service that he has not gladly and willingly rendered. (Applause)

And so, as Brother Webster has pointed out, our organization has not come up upon flowery beds of ease. We have fought and struggled and suffered and sacrificed. We have met the most violent forms of opposition and antagonisms. But convinced in the integrity and the justice of our cause we have marched on, not only in the interest of the Porters, but in the interest of all of the workers, in the interest of all mankind, in the interest of peace and freedom and justice.

And may I say that while we resolutely and unequivocably condemn and oppose communist activities, programs and practices, we are opposed to the Un-American Activities Committee which sits in Washington, (Applause) and is busy developing a witch hunt in the country; is busy creating a hysteria that certainly is a threat to democracy.

This agency which avows its interest in democracy may help to destroy it if its methods are accepted by the American people. I do not believe in any policy to deny people the right of political organization, whether it is communists or socialists, democrat or republican. Let them express their opinions where you can see them. But the policy and methods and tactics and practices of the Un-American Activities Committee are designed to drive the communists underground where they are no longer identifiable and where they become an unseen enemy and a danger to the American order.

That is why the policy of the American Federation of Labor is so sound. Therefore, let me bid you onward, forward and upward, and we hope that the Delegates who are at this Convention will enjoy their stay and also recognize the great opportunity to make their contribution to the cause of peace, and freedom, democracy and plenty.

Thank you. (Prolonged applause)

Chairman Smith: Thank you, Brother Randolph.

ANNOUNCEMENTS

Chairman Smith: If one were to write an economic, political or social history of the United States, and its rightful place in global affairs, it would have to deal at length with the hardships, sacrifices and contributions of the millions of American wage earners. In relating the story of the struggle for industrial and political democracy, the workers of America have played a prominent part. This is as it should be.

In the great struggle for developing a higher degree of economic stability, for the American wage earner, the American Federation of Labor has played a prominent role. Our next speaker has for the past 25 years been the President of that great body which today has seven and one-half million dues paying members. The Brotherhood of Sleeping Car Porters is proud of the contributions it is making in building a stronger and firmer A. F. of L. On many and varied issues, we have been fortunate in securing the sympathetic, constructive and friendly aid from our next speaker.

I present to you at this time, the President of the American Federation of Labor and the Chairman of Labor's League for Political Education, Brother William Green.

. . . The audience arose and applauded.

President William Green: Mr. Chairman, Brother Randolph, Brother Webster and Associate Officers of the Brotherhood of Sleeping Car Porters, Representatives of the Ladies Auxiliary connected with your splendid organization, Delegates who are to attend the Convention of this splendid Organization during the coming week, Visitors and Friends: I extend to all of you the Fraternal Greetings of the family of organized labor which I have the honor to represent; a great family with which your great organization, the Brotherhood of Sleeping Car Porters is associated, and I know you must be happy, as I am happy, to be associated and identified and affiliated with such a great family of labor.

As Brother Randolph well said, it is the largest organization of labor in this Western world. I want to add to that that it is the largest labor organization in the entire world. (Applause) Almost eight million members are affiliated with this great family of labor. This is a mighty force in American life, and it is mighty powerful in American life, and will continue to be a courageous, outspoken, mighty force in American life.

You have held six conventions of this splendid organization—for at least, this will be the sixth—and I laid aside my work every time I received an invitation from your distinguished president, Brother Randolph, to go to whatever city you were holding your Convention in, and to participate with you briefly in the Convention. Six times I have come to you. Six Conventions you have held. Nothing has stopped me from coming, and I want you to accept that as evidence of my deep interest in your great organization. (Applause)

My friends, we are passing through a most interesting historic period in our own nation, as well as in the world. We

here in America, identified with the labor movement, are engaged in a fight to preserve our liberties, our freedom, the rights conferred upon us by the organic law of the nation. We cherish them all as a common heritage. And those who are seeking to reduce labor to a secondary status, those who are attempting to fasten around our necks the yoke of economic and political bondage may as well understand this today, if they don't understand it, that American labor will never submit to such control on the part of the reactionary forces of our nation. (Applause)

During two wars laboring people responded in full measure to the call of the nation. We did so under what we considered a free democratic form of government; and in the administration of a free democratic trade union movement. We had the right conferred upon us without limitation even to the slightest degree to sit around the conference table and negotiate an agreement with our employers, acceptable to both.

These agreements were negotiated over and over again during these war periods, and during the intermitant periods. And as a result of it, our cities were built. Behold them. Look upon them. The cities of America are there for you to see. And we proved ourselves to be the greatest production force in the world. As the soldiers of production in the army of production during two World Wars, we supplied in full measure every need that the army on foreign fields needed. Not a single man serving in the army suffered because of a lack of guns, of ammunition, of airplanes, of food, of clothing—the things needed to win a war.

Our cities were built under that free democratic mode of procedure, and now, here in these days, these modern days, a reactionary Congress of the United States says that methods you followed, you employed, cannot continue any longer. The government must step in and control your deliberations. You must submit to the control of the government.

If you meet the employers in a room, around the table, and negotiate an agreement acceptable to employer and employee, and those you represent, you are violating the law of the land, and you must be classified as criminals. Then we are reduced to a secondary status because we are required, before we can utilize the agencies that the government set up for control of collective bargaining, to certify that we are not communists, and we must file a financial statement in order to qualify.

Well, my friends, I do not so much object to that, because I will declare before God in heaven, anywhere, any place in the world, that I am not a communist, because I don't believe in that form of government. (Applause) But when I am required to file a communist affidavit by my government, in order to qualify and meet the requirements of the government, then I demand that the employer must be required to file a non-communist affidavit also. (Applause) But under this set-up he doesn't have to do it. He can be a communist if he wants to, believe in its philosophy, accept its teachings, and utilize the agencies of the government in collective bargaining. But we, the men of labor, it matters not what our reputation—we may be as loyal American citizens as anyone else—we are compelled to file a non-communist affidavit.

Now that means that we are on a secondary status to the employers of this country. They have a privilege that we do not have. We are compelled to do something they are not compelled to do. And I maintain that is discrimination of the worst type and worst kind, and so long as the government attempts to impose a secondary status upon us of that kind, we will be rebels fighting against it until we win. (Applause)

I wish I could go into details on this matter, but time and opportunity will not permit. But I make these declarations as unassailable truths, based upon the action of the reactionary Congress; a Congress made up of reactionaries from the northern states, and the worst type of reactionaries from the southern states, (Applause) all joined together in a mutual policy. There is no difference between them when they want to fight labor. They join together and stand to-

gether and fight together and unite together and swear together and with each other. They put it over, and it matters not whether he is a reactionary democrat from the south, or a reactionary republican from the north. We are going to be against him until he changes his attitude. (Applause)

Now, these are some of the basic freedoms that are involved in our fight at this time against the reactionary members of the late Congress. Then, of course, we have that continuous fight that is going on all the time; the fight for the enjoyment of rights and liberties that are common, conferred upon us by our forefathers. We know what they are, and we are going to fight to maintain them.

And that is why, as President of the American Federation of Labor, I have stood with all those who are fighting against race discrimination of any kind or character practiced anywhere or any place; (applause) fighting for the enjoyment of equal opportunities on the part of the colored people of our nation; fighting for the government conferring upon the colored people of this nation the same rights that everybody else enjoys in this country. (Applause)

Today we are fighting for the acceptance of the bill of civil rights recommended by the committee appointed by the President of the United States and which has caused such a revolution among the reactionaries in the south. We know that righteousness will eventually triumph; that right will prevail over wrong, and that ultimately through the exercise of patience and good judgment and the use of the power, the righteous power which we possess, that we will win our fight for the recognition of rights for all men, regardless of race, color, creed or nationality. (Applause)

I should like to talk more on that subject, but again as I said, time and opportunity will not permit. But I want to make these statements to you in order that you may clearly understand the position of the American Federation of Labor toward these subjects that are of extreme importance to the working men and women of the nation.

You know, there are two methods we can use in order to bring about the realization of a noble purpose and to realize a great achievement. One is to unite on the economic field, to speak together, to work together, as you have worked together since the Brotherhood of Sleeping Car Porters was formed. If we demand an increase in wages in order to help us establish and maintain a decent standard of American living, we want to be clothed with the right to exercise our economic strength on the strike field if necessary in order to achieve that noble purpose. Our labor is our own, isn't it? We have no capital, but we do possess a valuable element, and that is our labor. No man is free unless he can give that labor when he wishes, and withhold it when he wishes.

And that is one reason why we are so tremendously opposed to the Taft-Hartley Law, because it revives the old injunction process and compels many honest working men to decide whether they will go to work because the court tells them that they have to go; whether they will accept that kind of compulsion and be a slave, or whether they will strike and run the risk of going to jail.

We object to that. Let them decide without government interference whether they will work or whether they will strike. That is one way of lifting wages, and as Brother Randolph and the others have told you, through organization and collective bargaining, you have lifted the wage income of Pullman Porters and those who are eligible to membership in your great organization.

You did that on the economic field. You did that through the mobilization of your economic strength. You knew you couldn't do it as an individual; but speaking as one, and acting as one, all united as one, you could bring such strength to bear as would require even the Pullman Corporation to yield to your righteous demands.

We have practiced that, and that is the reason we are organized. But there is another field which we have to work in differently in order to protect our freedom, our liberty and our common ele-

mental rights, and that is on the political field.

Please bear in mind that the working people of the nation are sovereign citizens. When you march to the polls and vote, your vote counts just as much as the most wealthy man in the United States who votes with you. He is no different. He has one vote and you have one. You go to the ballot box and he votes and you vote. Your vote will counteract his vote, and his vote will counteract your vote. They count just the same.

Now, how are we to deal with legislation such as this Taft-Hartley Law? Not through the use of our economic strength on the strike field; but through the use of our political strength at the ballot box where we can march, as a sovereign citizen on election day, and cast our ballot in accordance with our conscience and our views. (Applause)

And I say to you that if the working men and women of our nation and their friends would organize and unite on the political field as labor organizes and unites on the economic field, that we could elect representatives to Congress, liberal, broad-minded, men of vision and understanding of modern life. We can win there just as we win on the strike field if we unite and it appears to me that at this crucial period in our world history, if there is any one thing that is needed more than others, it is a united labor organization on the economic field and labor united, speaking as one and voting as one, on the political field. (Applause)

Now, if we can only appreciate the necessity of that, and translate it into facts and action, then many of the wrongs about which we complain can be corrected.

I was pleased when I noticed in this retrospect pamphlet where it said, "While some 90 per cent or more of the Porters on the sleeping cars and coaches of the railroads are organized in the Brotherhood of Sleeping Car Porters, the program of the organization is that every porter and maid, bus-boy and attendant shall be a Brotherhood member." (Applause) That is a noble objective. I commend your representatives of your organization for setting forth in this pamphlet their noble purpose and objective. I am in accord with it, and here in your presence I pledge my word and honor that we will stand behind the Sleeping Car Porters whenever they need us anywhere or everywhere and extend to them the full support of the American Federation of Labor in the achievement of that purpose. (Applause)

Now, may I deal with this Taft-Hartley Law for just a few moments. It is rapidly becoming apparent that the Taft-Hartley Act constitutes one of the principal issues in the national political campaign. Less than a week ago, President Truman in a Labor Day address in this city, demanded the outright repeal of that obnoxious law. The following day, Harold E. Stassen, speaking for the Republican Party, replied to Mr. Truman by defending the Taft-Hartley Act in another address here in Detroit.

Organized labor is gratified over the development of this debate and hopes that it will be continued throughout the campaign. For the Taft-Hartley Act is a real issue to the millions of working men and women of our country who are suffering under its oppressions. It would be unfortunate if candidates for public office or political parties were permitted to evade this issue and give it the silent treatment. American workers and American voters want to know the attitude of all who aspire to public office on the Taft-Hartley issue and they have the right to know before they vote. (Applause)

I am certain that the eight million members of the American Federation of Labor studied with great interest the conflicting views expressed by President Truman and Governor Stassen on the Taft-Hartley Act in this city. I am equally certain that they were deeply disappointed by the position taken by Governor Stassen.

His facts were wrong, his figures were misleading and his conclusions were entirely off base.

I propose, for a moment, to take up the points Mr. Stassen made in favor of the Taft-Hartley Act and to disprove them. I propose to mention several addi-

tional points which Mr. Stassen conveniently ignored, perhaps because they expose the Taft-Hartley Act in its true, ugly light.

I have already emphasized some of the highly objectionable features of this Taft-Hartley Law in the preliminary statement I made just a while ago. Of course, Mr. Stassen forgets that the Taft-Hartley Act has nothing whatever to do with the negotiation of wage rates. He also forgets that present day wages are being paid in inflation dollars—worth less than half pre-war dollars in purchasing power, and yet he contended that under the Taft-Hartley Act labor has negotiated the best wage contracts in history. It is well worth while emphasizing right here that the same team of Republicans and reactionary Southern Democrats who joined together to enact the Taft-Hartley Act over the President's veto, collaborated again and again to prevent Congress from taking any effective action to halt inflation and bring down the cost of living. As a result, although wage rates appear to be high today, the take-home pay of American workers buys less at the grocery store than it did in 1944 before the Taft-Hartley Act was passed.

Secondly, Mr. Stassen maintained that wage contracts are being negotiated with fewer strikes and wage losses due to strikes than in 1946.

Why do you suppose that Mr. Stassen chose 1946 as the basis of his comparison? Of course, he might say that 1946 was the year before the Taft-Hartley Act was passed. But if he wants to be fair with the American people and does not want to mislead them, he should also make it clear that 1946 was the year of reconversion, the year when our feverish war-time production was suddenly stopped in its tracks by victory and, therefore, the year of fundamental industrial upset. Workers abruptly lost their war-time overtime and sought compensating increases in wage rates which were denied to them during the war by the stabilization program. When industry resisted, wide-spread strikes took place. The same thing happened after World War I. But once these adjustments were made and completed, America should have been able to look forward to a long period of labor-management peace, such as occurred after World War I. Have we attained that under the Taft-Hartley Act? One glance at the daily newspapers is enough to dispel any such idea. When I left Washington the headlines proclaimed that 115,000 workers were out on strikes in the nation. Does that indicate that the Taft-Hartley Act has promoted peace and better labor-management relations?

If Mr. Stassen had looked for the truth instead of trying to capitalize for political purposes on an unfair basis of comparison, he could have found from the records that there were just as many strikes this year under the Taft-Hartley Act as there were in 1939, a comparable peace-time year. However, there were far fewer persons employed in 1939 than in the record-high peace production of today, so the Taft-Hartley era suffers by the comparison.

Certainly there is no factual basis for the claim that the Taft-Hartley Act has brought about labor-management peace. On the contrary, there are innumerable cases of strikes during the past year which were caused for no other reason than the Taft-Hartley Act's own provisions. For instance, the printers' strikes in Chicago and other cities resulted directly from the disruption of century-old union security standards by the provision of the Taft-Hartley Act. This is admitted by both the publishers and the union.

Let's go on to some of Mr. Stassen's other points. In one breath he asks "Why does he, (the President), complain about a law which provides for eighty days to settle a dispute affecting the whole country without a strike?" In the next breath he adds, "Why does he complain about a law which does not take away the authority to strike?"

There is no statute on the statute books of the nation which deprives an employer from investing his money anytime, anywhere, or when he pleases. Why should there be a law on the statute books forbidding the worker to utilize the only capital he has? That is his economic

power, to raise his standard of life and living. Eighty days, many times, would mean 80 days postponement of a strike—that would mean many times that you have no chance to win. Workers must use their power when the opportunity presents itself to use the power. (Applause) But this Taft-Hartley Law says that you must not use it for 80 days, and that gives the employer a chance to lick you completely before the 80 days expire. Is that just and fair? Who is there will say it is? He cannot stand on the basis of truth and say it is adjusted fairly.

Clearly those two claims of the former Governor of Minnesota are self-contradictory. Anyone familiar with labor-management relations knows that if a law can prevent a strike for eighty days it does prevent, for all practical purposes, any effective strike. Nor is that all. Mr. Stassen again conveniently forgets to mention the injunction provisions of the Taft-Hartley Act under which strikes can be prevented or halted by the mere issuance of a court order.

Time and again during the past year, workers smarting against a sense of injustice have been forced to work against their will because of injunctions issued by the courts under the Taft-Hartley Act .What choice did they have? They could either continue on the job under conditions which they resented or defy the courts and risk being sentenced to jail. This alternative of "work or jail" does not square with the principles of American freedom. It constitutes involuntary servitude; and that is forbidden by the Constitution of the United States, except where it must be used as a punishment for crime.

A generation ago the abuse of the writ of injunction became so acute that a storm of public protest was aroused and Congress in 1932 passed the Norris-LaGuardia Act, forbidding the Federal Courts to issue injunctions in labor disputes. For the next fifteen years labor enjoyed freedom of contract and free collective bargaining, which enabled it to achieve great progress in improving working conditions and raising the standards of the nation's workers. Then, a year ago, the Taft-Hartley Act was passed restoring the evils of government by injunction. We had a World War and we won that World War and we produced as never before, with the use of the injunction forbidden in labor disputes. Now they bring it back and say, "You must comply with the provisions of the Taft-Hartley Act."

A shocking example of the sweeping terms of some of these injunctions is provided in a case now pending before the Federal Court in Indiana. In that case, attorneys for the National Labor Relations Board, acting in behalf of the Government of the United States, have asked for a super-injunction which would forbid the union to pay strike benefits to thousands of men who quit their jobs in Chicago. That means an attempt by our Government to break a strike by starving out the wives and children of the strikers. Such cruel and inhuman tactics are not only permitted but required by the Taft-Hartley Act, according to Government lawyers.

In other words, you cannot use either your economic strength nor the little money you have in your pocket to feed hungry women and children. Did you ever dream that we would ever reach a place in America where a court would forbid humane people from feeding hungry women and children for any cause.

It was for these reasons that we branded the Taft-Hartley Act a "slave-labor law" when it was first introduced in Congress. Our fears in that respect have been fully confirmed. To all intents and puropses, the basic guarantee against involuntary servitude, contained in the Thirteenth Amendment to the Constitution and obtained only after a devastating Civil War, have been wiped out overnight by the Taft-Hartley Act.

I say to Mr. Stassen that he will forfeit all claim to being considered a liberal if he persists in defending the indefensible Taft-Hartley Law. He said in his speech that he believes it requires some amendments. Apparently, Mr. Stassen believes you can cure a cancer by tinkering with it. Or perhaps, he believes he can lure political support from liberals by holding out some half-way promise of mollifying amendments to the Taft-Hart-

ley Act. However, the workers of this country know better. They know that Mr. Stassen exerts no influence over the Congressional leaders who were responsible in the first place for the enactment of the Taft-Hartley Law. They know that those Congressional leaders, who were responsible for the enactment of the Taft-Hartley Law in the first place, are talking about an entirely different kind of amendments — amendments which would subject labor to prosecution under the anti-trust laws; amendments which would outlaw strikes as conspiracies in restraint of trade; amendments which would crack down even harder on the trade union movement. There is not the slightest question in the world but that they will seek to adopt such amendments if they are returned to power in the next Congress.

It behooves the working men and women of our country, therefore, to weigh carefully the platforms and the policies of both major parties and the campaign promises of all candidates for public office in this national election year.

No candidate who defends the Taft-Hartley Act or favors its retention on the statute books deserves the support or the votes of the American voters. Certainly any worker who votes for such a candidate is voting against his own interests and against the interests of a free America.

This year, more than any other, it is of vital importance that every voter, every worker, every wife of a worker, every relative of a worker register and vote. He should also see to it that members of his family and friends who can qualify to vote should do likewise. The 80th Congress, which enacted the Taft-Hartley Law, which placed property rights above human needs, and which failed the people on such vital issues as high prices, decent housing, higher minimum wages, social security improvements and an effective and truly American civil rights program, was elected in 1946 by only one-third of the qualified voters in the nation. If only one-third of the American voters go to the polls again this year, we can expect the same kind of Congress to be re-elected. But if all our people make certain to register and vote on November 2nd, we can elect a new, liberal Congress, and give it a clear mandate for progress.

To prove that American dmocracy can work for the benefit of the American people, the American people themselves must put their democracy to work by voting next November. (Applause)

I cannot find language that would adequately express my deep appreciation for this opportunity to be your guest for a brief period, to visit with you for just a short time, and to bring you this message this afternoon. I am sure you know it comes from the bottom of my heart.

I want to see labor maintain its development and all the freedoms to which it is entitled; because in these days, when there are severe clashes between philosophies—the one of totalitarianism, and the one of freedom and democracy—we must fight to preserve the principles of freedom and democracy for ourselves. Sometimes we accept it as a matter of course just like the air we breathe and the sunshine in the skies. But when it is threatened or when it is taken from us, then we begin to realize its value, and we evaluate it more highly.

Now we are threatened with the loss of freedom and liberty, those vital, precious things that we cherish as common heritage. Shall we let it go? Shall we submit? Shall we yield? Shall we surrender to the reactionary forces of the nation?

I am listening for the voice of the masses of the people expressed in the November election when they will say, emphatically, "No. We will never yield to a loss of our freedom or liberty or our democracy."

I wish for you a most successful and enthusiastic convention. I hope it will measure up to the high standard of excellence which you have set at previous conventions. I want to tell you in the presence of your officers and visitors and Delegates here, that there are no Officers of an organization affiliated with the American Federation of Labor who are held in higher regard and esteem by the President of the American Federation of Labor than Brother Randolph and Brother Webster, and their associates, representing your splendid

organization. (Applause) I promise you I will cooperate with them, help them in every possible way, and mobilize behind them the economic and material strength of the American Federation of Labor—almost eight million members of the family.

Thank you for the wonderful way in which you have listened to my address, and I assure you, as a result of it, I shall go back to my work in Washington and in other fields carrying with me the fondest recollections of this delightful visit spent with you this afternoon. Thank you.

. . . The audience arose and applauded.

Chairman Smith: We thank you, President Green.

Just one minute, and then we will be dismissed. I certainly appreciate your indulgence and attention which you have given in this meeting, and I want to again repeat, at nine-thirty tonight, at the Y.W.C.A., 569 Elizabeth, we have a treat for you in the form of a movie strip, the title of which is "To Secure These Rights." We want you there, each and every one of you are welcome.

Now we will have the benediction by Dr. Charles Wesley Burton.

Dr. Burton: Let us stand in silence please. And now may the Lord bless you and keep you, and the Lord make His face to shine upon you and be gracious to you and give you peace. Amen.

. . . The meeting adjourned at five-thirty o'clock.

MONDAY MORNING SESSION

September 13, 1948

The convention reconvened at ten-five o'clock, 2nd Vice-President Bennie Smith, presiding.

Chairman Smith: The delegates will please be seated.

Attention, Delegates: Owing to the lateness of the arrival of our Chaplain, we will have the Divine blessings invoked by the Local President, Brother Sidney J. Whitaker.

Brother Sidney J. Whitaker (Detroit Division): Not more of light we ask, O God, but eyes to see what is; not sweeter songs, but ears to hear the present melodies; not greater strength, but how to use the power that we possess; not more of love, but skill to turn a frown to a caress; not more of joy, but to feel its kindling presence near, to give to others all we have of courage and of cheer. No other gift, dear God, we ask, but only sense to see. How best the precious gifts to use we have received from Thee. Give us all fear to dominate, all holy joys to know, to be the friends we wish to be, to speak the truth we know; to love the pure, to seek the good, to lift with all our might, all souls to dwell in harmony in Freedom's perfect light.

Chairman Smith: I am going to let you sit down while we sing the Brotherhood's Marching Song and it will be accompanied by the International Secretary-Treasurer to the Ladies Auxiliary, Sister Tucker from Washington, D. C. All right, let's stand—Brother Randolph says we should stand.

. . . The assembly arose and sang the "Marching Song" accompanied by Sister Rosena Tucker.

Chairman Smith: Mrs. Wilson, will you come to the platform?

Brother Randolph, Sister Wilson, Delegates, and Friends: In this Sixth Biennial Convention, and Twenty-third Anniversary, at its opening, I want to present to you one of my friends—a real labor man, the Assistant to the President of the Detroit and Wayne County Federation of Labor, Brother Frank Martel, the head of the Hotel and Restaurant Employees, who in turn will present to you the Honorable Mayor. It is a great pleasure at this time to present to you Brother Lowell, the Assistant to Frank X. Martel. (Applause)

Brother Lowell (Assistant to President Frank X. Martel, Detroit and Wayne

County Federation of Labor): Thank you. Delegates, Officers, Visitors to this Convention: I am going to bring you a City Father, a father with many children—and I mean that literally as well as figuratively. How many are there? Eleven. Eleven children besides all of us "children." (Laughter)

I want to bring you a City Father who has not made labor a step-child. I give you at this time our beloved Mayor Eugene Van Antwerp.

. . . The audience arose and applauded.

Mayor Eugene Van Antwerp (Detroit, Michigan): Thank you. That was a very generous and very nice introduction.

Mr. Chairman, Officers and Delegates, Sisters and Brothers of the Brotherhood of Sleeping Car Porters:

I worked for the Railroad for fourteen years, and was National Commander of the Veterans of Foreign Wars for one year, and Senior Vice Commander for one year prior to that, and served on the Council of Administration prior to that, so that I have been quite extensively carried from one place to another with your generous assistance. And I want to apologize right here and now to you men. I don't know whether any of you personally are included, but to all of you men for all of your profession, for the many, many times, while walking down the aisle, I stepped on your corns. I presume you have corns like I have. Most of us have that, and if you haven't corns, why fine, but if you have, you certainly stand the punishment with a lot of stoicism that would be well for the rest of us to have. And I can see why your good wives have had a rather strenuous time—strenuous because when you come home after a hard trip they have to be pleasant and nice to you and remember that you have gone through some pretty hard experiences when you have been on the road, so that the ladies are entitled to a great deal of credit for keeping as beautiful as they are, and as cheerful as they are, to keep you men in the fine condition that you have been and are today to serve the general public. (Applause) I want to compliment you.

I don't know of any class of employees who meets the public, who has to do with so much griping, with so much exhibition of the disgusting part of human individuals as you have to undergo from time to time, and if anybody can stand through that, and take it with a smile like you boys do, they certainly are entitled to worlds of gratitude, and I honor you for the remarkable record of the men of your calling in serving the public.

I think that the traveling public generally appreciates, as I do, what fine service you are giving to mankind and to the advancement of the cause of universal brotherhood by your splendid actions in your chosen field.

This weather that we are having here in Detroit today is typical of Detroit weather. We have this three hundred and sixty-five days of the year. (Laughter and applause) So we are glad that you are here on a typical Detroit day, and we hope that your reaction to Detroit is a typical Detroit reaction to the people who come into their midst.

We feel that the people who come in here to visit us are sort of our adopted brothers for the time being, and we want them to regard themselves as such. We want you to feel at home here just as though Detroit were your home, and enjoy life here as you would in your own home.

I know, myself, that when I get home I say to the wife, "Mrs. Van, it certainly is fine to climb back into my own bed and take a snooze in my own bed." Because that is home.

And we want you to feel that when you come to Detroit, and you rest here, you tarry here, that it is like going home and climbing into your own bed, and resting, and being at ease and at comfort, with your cares relaxed so that you can enjoy the things that are about you in this great city of ours.

We want you to carry on your deliberations here, and your business sessions for the good of your organization, for the advancement of the membership in your organization and your families.

And we want you to also consider, and we know you will consider, the best in-

terests of the country as a whole, the cause of humankind, the cause of Americanism, and that you will act accordingly, and may your deliberations be fruitful to that end, that this country will prosper, that this mankind of ours will prosper, and that your individual interests will prosper, in the prospering of America and of mankind as a whole.

We have a fine zoo out here, just outside the city line, one of the finest in the world. If you have time you should visit it. We have the largest island park here in the world, owned exclusively by the city. We want you to go over there and enjoy Belle Isle. We have a transportation system here that is owned and operated by the city of Detroit that is one of our babies that we are taking a great deal of pride in because we are the first major city in the country to own and operate its street railway system. This is an enterprise in which the people as a whole enter. We want you to be proud of your street railway system in Detroit, because it is the street railway system of the people.

We want you to view our Public Library and our Art Museum. Both of them are up here at Woodward Avenue. Particularly, the Art Museum this week has an exhibition of the painting that the Germans gathered from all over the world, and when the Allies came close to them in the last war they hid them in a salt mine. The United States forces came in and discovered them hidden in the salt mine, and brought them out and they are here at the exhibition at the Art Museum on Woodward Avenue, two and a half miles north of here. We want you to see that.

We want you to look at the way we have tried to improve our transportation facilities in Detroit. Woodward Avenue that you see out here, the next street to your east, was seventy-two feet wide. We moved churches, large office buildings, and great structures of all kinds back to give us a street width of 120 feet, so that traffic could flow easily on Woodward Avenue. We did the same thing on Michigan Avenue, and Narraganset Avenue, moving great buildings at a tremendous cost in order to give wide arteries that weren't available to the public before that.

We are building today two great limited express highways, where you can go from one end of the city to the other end without meeting any cross-traffic. One is right to our west, and that will run north and south; and one is about two miles north of here, which will run east and west. And those arteries will carry your flow of traffic across the city with take-offs here and there, "pretzels" so-called, so that you won't have to interfere with any cross-traffic.

Those are a few of the things we are doing in Detroit and we would like to have you look at them while you are here. But above all, as I said, look on Detroit, not because of its civic progress and things for the people, but its progress in the cause of human relationship. We feel that here in Detroit, we are establishing, more than anywhere else in the world, the principle of universal brotherhood. We like people. (Applause) So we like people to come to visit us, and we want them to feel, when they go away, the same feeling that they feel when they leave the home of a dear friend, or a close relative, they are sorry to go, and they want to come back soon. That is the way we want you to feel about the city of Detroit.

Welcome! (Applause)

Chairman Smith: Just before I release the gavel to Brother Randolph, I want to make just a brief announcement. When I have finished the delegates and members of the Ladies' Auxiliary privileged to return to the Y.W.C.A. where your sessions will be held, 569 Elizabeth Street.

I want to impress upon you that I want all the Delegates and the visiting friends, the paid up members of the Detroit Local and their families, to be here and be ready to load at one o'clock. We have engaged seven busses, but I don't think we will need but two from the crowd I see here.

I have asked that two busses be at the Y.W.C.A. at one o'clock and I have asked five busses to be here at one o'clock. We want to take you to the Ford Rotunda and visit the Ford proper-

ties, where they turn out so many cars, and if we have the time, and we load on time and get away on time, we may be able to include a trip around Belle Isle. You will be returned to your respective hotels by the busses.

So, at this time, I am going to release the gavel to Brother Randolph, who in turn will let you know that the ladies can be dismissed any time that you so desire.

Brother Randolph (Applause)

. . . International President Randolph assumed the Chair and the audience applauded.

President Randolph: As the International President of the Brotherhood of Sleeping Car Porters, I now declare our Sixth Biennial Convention in session. Since the ladies have a convention of their own, they will of course be excused.

Brother Smith: If the wives do not have to be in session at the Y.W. they do not have to go to the Y.W. All visiting friends and their wives may stay here if they so desire.

President Randolph: Will the members of the International Executive Board come to the platform, please? Will the delegates and friends who are sitting in the lobby — we wish that you might come in to the Convention Hall and take a seat.

Brotherhood Supervisor of the Detroit-Pittsburgh Zone, Officers, Delegates and members of the Sixth Biennial Convention and Twenty-third Anniversary Celebration of the Brotherhood of Sleeping Car Porters, assembled in Detroit, Michigan, September, 1948; Greetings:

TENSION

Today, as we meet in Convention, in the wake of war, the world is rocked with unrest, plagued with new problems and threatened with another global disaster, World War III. This is not new. It has always been so. Wars beget wars. Hate breeds hate. Fear nurtures fear. Christianity has not prevailed.

Democracy is not the vogue. Education has not triumphed. Greed for gold, lust for power, ignorance and superstition have not been vanished from the earth. Man's inhumanity to man, everywhere takes its toll.

In Palestine the Arab world and the Jewish people meet in mortal combat. Civil war rages in China. Hindustan and Pakistan are yet to achieve peace. The whole colored world seeths with discontent under the heel of white supremacy.

USA versus USSR

Prospects of war between the USA and USSR still loom grimly. World Communism struggles for power. Embattled and embittered, Colossi of the West and East, have met face to face. Decision should come through objective discussion but it may come through sword and blood. Although, if we read aright, war, immediate or in the near future, is not in the cards. The USSR, may through unwitting and bluffing tactics, stumble into war, but it will be a war she does not desire and cannot afford. The USA does not want war, but will not appease the Kremlin farther, and will fight to stop the spread of communism West. Be it said for the cause of peace that any war waged with atomic bombs means the destruction of victor and vanquished.

But if the world does not drift into a shooting war, resulting in the killing of human bodies, the present psychological cold-war is killing souls, making impossible, in any event, a creative peace.

NO VICTOR IN ATOMIC WAR

In any kind of war, cold or hot, labor is the victim. In a shooting war, workers are killed. In a cold war, workers are fooled. Look at France! Labor is split. Communists captured the official or major federated labor body. Look at Italy! Communists are in the driver's seat in the Italian labor movement.

LABOR DIVIDED AGAINST ITSELF

Of the great democracies of Europe, only the Trade Union Congress of England remains intact, free from communist control.

In the United States, though 14 million strong, labor has lost ground. It has lost ground because it is split. It has no single high command. The A. F. of L. and

C. I. O. raid each other. They slander each other. This labor war has played into the hands of Big Capital, Big Government and Big Politicians.

WORLD LABOR WEAK

In the International affairs the influence of American labor is practically nil, since here again labor is divided. The C. I. O., free from communist control today, joins the Moscow dominated World Federation of Trade Unions, which opposes the European Recovery Program. On the other hand, the A. F. of L. seeks to establish an Anti-Communist international federation of trade unions, which will support the European Recovery Program, proposed by the Marshall plan.

LABOR CONFUSED AT HOME

While the A. F. of L. and the C. I. O. favor the Marshall Plan, their support is relatively ineffective because of division. Because labor's house is divided, the anti-labor 80th Congress was elected; it placed on the federal statute books the most vicious and venomous piece of anti-labor legislation, in the Taft-Hartley Act, yet devised.

REWARD ENEMIES AND PUNISH FRIENDS

Despite this blow at the heart of labor by reactionary Republicans and Democratic politicians, labor will go to the polls in November and reward its enemies and punish its friends.

ROLE OF PORTERS

Being workers in a major industry in the U. S. A. and Canada, porters have two important functions and obligations; one, to fight and work to build a Brotherhood of Sleeping Car Porters, which is invincible, unconquerable and invulnerable; and, two, plan to have the Brotherhood fight to help build a powerful and united labor movement.

STRONG LABOR MOVEMENT NECESSARY

Both functions complement and supplement each other. A strong labor movement is impossible without strong international and national unions, and strong international and national unions cannot survive without a progressive and mighty national federated labor body. Without the American Federation of Labor, there would not have been a Wagner Labor Dispute Act. Without a labor movement in Canada, the limited favorable labor codes that exist would be absent. Without the British Trade Union Congress, there would be no Atlee Labor Government.

UNITED LABOR CAN REPEAL TAFT-HARTLEY ACT

And unless the A. F. of L. and C. I. O. wage a relentless and aggressive battle to repeal or amend the Taft-Hartley law, it will ever remain upon the statute books of this land.

But a labor chain, like any other chain, is no stronger than its weakest link.

BACKGROUND OF BROTHERHOOD

What about the Brotherhood link in labor's chain?

However, to know the Brotherhood of the present requires that you search the history of the Brotherhood of the past. For the present is the child of the past and mother of the future.

SIX PORTERS START BROTHERHOOD BALL A-ROLLING

Yes, it was six porters in New York City, August 25, 1925, who came together and said let us build the Brotherhood of Sleeping Car Porters.

PETITION AND PLAN FAIL

They had tried the old petition. It had failed. They had tried the Company Union, then known as the Plan of Employee Representation. It had failed to give them bread and freedom. They wanted both. The petition failed because it was a plea for mercy. The plan failed because it was dominated by Pullman.

ECONOMIC NEEDS CREATE BSCP

In Canada the experience of the porters was much of a piece with the porters in the States.

Thus, the need for decent wages, improved working conditions, security on the job and humane treatment, that no petition or company union could secure, drove the porters to strike out to set up an independent bona-fide union of their own, because it is financed by them.

ORGANIZATION PROBLEMS

Carving a bona-fide union out of the granite rock of indifference, apathy, unconcern and fear of the porters, coupled with the ruthless and relentless opposition of the Pullman Company was no easy or simple task.

DESTRUCTION PRECEDES CONSTRUCTION

Verily, destruction is sometimes the advance guard of construction. Just as it is necessary to clear and remove the debris, stumps and various forms of obstruction before the foundation of a building can be laid; just as a disease germ must be destroyed before sound health can be built, so certain obstacles had to be destroyed before the Brotherhood could be established.

The following preliminary steps were necessary:

1. Abolition of the Company Union.
2. Elimination of fear out of the hearts of the porters.
3. Abolishing the idea among the porters of getting something for nothing.
4. Eliminating the doubt in the minds of the porters that any movement of Negroes could overcome anything maintained by white people.
5. Breaking down a slave psychology.
6. Beating off Negro leaders in press, pulpit, politics and civic movements.

It required some ten or more years to accomplish the aforementioned feat, and it is not yet fully finished. It was actually an enterprise in manhood building. The old Uncle Tom type of character had to go. It was unfit material for the strenuous business of union organization. Qualities of sacrifice, courage, honesty, struggle, determination and never-say-die sort of spirit were indispensable for the job. They were found in porter after porter, not in large numbers, but in every section of the country. They answered every call. They stood forth with pure hearts and clean hands. It was this small group of porters who made up the Brotherhood's army, who had the stuff in them to march around the Pullman Jericho and the Jericho of the Canadian-Pacific System, until the walls came tumbling down.

PIONEERS HAVE GONE

In every war there are some casualties. Brave, bold spirits are shot at. Some fall in battle. Such was the case in the Brotherhood's fight for status, recognition, the right of self-organization, freedom of collective bargaining.

Most of the Brotherhood's old pioneers are gone. They gave of their all. They laid their economic life upon the altar that porters may be free to select the organization of their choice to represent them. This they did for their fellow porter. More than this cannot be asked of any man; that he should lay down his life for a cause.

And what was their reward? It was not money. It was not a job. They lost that. No, it was not glory. They were of the unsung heroes. No paper heralded their stand. Their compensation consisted simply in the realization of the fact that they had fought a good fight and had kept the faith. (Applause) They had stood to be counted. They had been weighed in the balance and had not been found wanting.

HONOR THEM

We who remain behind can and should honor those pioneers, some five hundred or more — a few of whom are still in the land of the living — by building a bigger and better Brotherhood. Yes, they built more wisely than they knew. The list of the men who stood up in the long night of trial and trouble to make the Brotherhood a reality and force, are a part of the great saga of struggle, suffering and sacrifice for security, freedom and justice. It is too long to call here. The names of a few like Matthews of New York; Puckett of Chicago; Darby of Jacksonville and Dad Moore of Oakland, tell a bit of the mighty, moving drama which stirred America in the middle twenties and gave new hope and faith to the marching millions of black men and the whole world of color for a better tomorrow.

ACHIEVEMENT

Time is too short to give the narrative here. But may I briefly highlight it as follows:

One: Porters who were company union bondsmen were transformed into independent, free workers.

Two: The wage structure of the Pullman porters was built up from a minimum of $67.50 in 1925 to a minimum of $219.10 in 1948. (Applause) Comparable wage improvements have been won for porters in Canada and on many of the forty or more railroads in the United States.

Three: Job security has been won. Under contracts held by the Brotherhood with carriers, porters, under charges, must be accorded a hearing prior to dismissal and if exonerated of charge, paid for time lost.

Four: Improvements in working conditions have been steady, including increased lay-overs, preparatory time, release time, and sleep time.

Fifth: Pensions of porters have been raised upon a basis of their last annual wage.

The pension condition of our Canadian brothers is grossly inadequate, but the Brotherhood will spare no pains in fighting for comparable persion benefits for our Canadian brothers.

Sixth: Vacations with pay, benefits which transcend the fondest dreams of the old pioneers, are enjoyed by the porters on the same standards of other rail employees in the USA and Canada.

Seventh: Grievances and claims are adjusted under grievance rules that are as sound as those which may be found in any railroad union contract.

Eighth: The Spotter nuisance and menace is no more. It was knocked out through action of the Brotherhood before the National Railroad Adjustment Board. Before this signal victory, which by the way is a boon to all railway employees in the USA, porters could be discharged upon spotters or unidentifiable evidence or persons making certain charges against a porter.

Ninth: When certain lines were pooled by the Pullman Company, resulting in the loss of some seventy or more jobs, involving several hundred thousand dollars in wages, the Organization promptly lodged its protest against the action, and had it rescinded, restoring the lines to their former position.

Tenth: During the railroad strike of 1946, which resulted in the loss of time to porters for no reason of their own the Brotherhood collected hundreds of dollars for the men.

CAR CLEANERS

While the Brotherhood failed to win the fight for the right to represent the Carmen in the shops and yards, the efforts of the Brotherhood on behalf of the Carmen, especially the Negro workers, forced the Brotherhood of Railway Carmen, which has a color clause in its constitution, to direct its attention to this class of wage earners with a view to organizing them and giving them representation they never had. The fight of the Brotherhood of Sleeping Car Porters will undoubtedly compel the Carmen's union to take out the color clause of its constitution.

TRAIN PORTERS

One of the most difficult battles confronting Negro workers anywhere today, is to prevent the Brotherhood of Railroad Trainmen from displacing Negro train porters off the head-end of the trains. Court action is now underway in various areas of the country, seeking to secure and make permanent injunctions against the Brotherhood of Railway Trainmen, the Missouri-Kansas-Texas Railroad and the Santa Fe system. This fight is being waged at a tremendous expense to the Organization. But the Brotherhood has no choice in the matter because if a white union which bars Negro workers from membership, can drive Negro train porters off jobs today, it may be the Pullman porters or the Canadian Pacific porters tomorrow.

FIREMEN

Colored locomotive firemen, unhappily, are in the same boat with the train porters. The powerful Brotherhood of Loco-

motive Enginemen and Firemen has sought, through the Southeastern Carriers' Committee Agreement to eliminate Negro firemen from the engine cabs on southern railroads, the only railroads, incidentally, that employ them. These are the railroads, the brain, brawn, sweat and blood of colored firemen have helped to build.

Lawsuits to break down discrimination against colored locomotive firemen have been filed in several courts. Decision on this issue is to be handed down by the courts in Washington, D. C. If it is unfavorable, appeal will be carried to the United States Supreme Court.

FEPC

The Brotherhood has not confined its interests to the porters alone. The Brotherhood and its officials, through the March on Washington Movement, initiated and guided the fight for fair employment practice, and on the President's Committee on Fair Employment Practice, through M. P. Webster, one of its International Vice-Presidents, gave force and militancy to the fight against discrimination in industry, trade, and industrial unions and government because of race, color, creed, country or ancestry, during the war.

The Brotherhood and its officials took the leadership in organizing the National Council for a Permanent FEPC to serve as the main Agency in the fight for Federal FEPC legislation.

Stemming from the original FEPC fight during the war, are FEPC laws with active commissions to police them to abolish discrimination against minorities in industry, trade and industrial unions and government within the State of New York, New Jersey, Indiana, Massachusetts and Connecticut.

Officials of the Brotherhood were also active in leading the fight which won the Executive Order against Jim Crow in the Armed Services issued by President Truman, July 26, 1948. (Applause)

LOOKING AHEAD

While there is virtually full employment now with more than sixty-one million jobs in the U.S.A., with comparable industrial prosperity in Canada, signs are apparent of an ultimate turn in the economic trends away from the boom. Prices are still rising. A new round of wage increases is under way. Government spending for arms and loans for European recovery is upward. Thus, unless some unforseeable untoward economic factors intervene, good times may run squarely into and possibly through 1949.

A sharp turn in the economic road is ahead. Full employment will not last. When the industrial flood tides ebb, workers will be looking for jobs, not jobs for men.

To this end, the Brotherhood's next major program will be a fight for a reduction in the work month. Proposals have already been submitted to The Pullman Company and the Railway Carriers in the U.S.A., with which the Brotherhood of Sleeping Car Porters holds contracts, for a shorter work month of 160 hours. This will be the Brotherhood's biggest battle. This may be the great test of our wisdom and will.

If we would win and maintain a great union, we must mobilize our utmost resources in men, money and morale.

Today our treasury is far too meagre for the trial and test of tomorrow. Even a million dollars, of which we don't have one half, would not be adequate to hold in security our many contracts which represent millions in wages annually for the porters.

Unions cannot wage successful battles in the interests of its members on a shoe-string. Look at just a few of the unions and their treasuries: Life Magazine a few months ago carried a list of the unions with their bank accounts. The United Mine Workers, headed by John L. Lewis, leads the list with sixty-nine millions. The Brotherhood of Railroad Trainmen was second with forty-seven million. Few, if any, major national unions have treasuries with less than a million. This is why these union representatives can talk long, loud and forceful. Money really talks.

Hence, I appeal to you to help build

a sound and strong financial structure for the Brotherhood by adopting a program in this Convention to raise around a million dollar treasury through a proper tax.

Thus, fellow delegates, with the deepest faith in the mission and destiny of our great movement, let us summon our utmost spiritual resources for economic and moral rearmament for abundance and freedom. Though troubles trail us and our hearts be heavy with burdens of battle, let us faint not and never despair, for the morning of prophesy and hope will come.

May God give us courage and strength and faith that we shall never falter.

Thank you. (Applause)

. . . The audience arose and applauded.

President Randolph: Is Brother Arthur A. Elder, Vice-President of the American Federation of Teachers, here yet?

Is Brother C. J. McLanahan, Director of the Council for Cooperative Development, in the hall? Will you come forward, please,

. . . Brother McLanahan was escorted to the platform.

President Randolph: Fellow Delegates, it is not enough for the workers today to fight for increased wages, for you know, in the recent years that you are the victims of increased prices; prices that tend to nullify your wage increases.

After all, the worker is not essentially concerned about the size of his wage income. What he is fundamentally concerned about is the purchasing power of his wage income.

He wants to know how much sugar and ham, and rice and potatoes, how much housing, how much clothing, and to what extent will he be able to send his children to school, with the wages he receives.

That is the issue with the workers.

Therefore, the workers have the problem of not only attempting to build their income at the point of production on the job, but he is also concerned about making his income get the maximum things upon which he lives when he goes into the market, to buy back the things he has produced at the point of production.

Therefore, the cooperative movement all over the world has become the second arm of labor.

Not only has it served as an agency for building economic stability among the workers, but it has also given them a deep sense of democratic struggle. It has given him a deeper understanding of the democratic process.

Now, I am very happy to have the opportunity this morning to present to you not only a person with the theoretical understanding of the cooperative movement, not only an individual who has a historical perspective of this movement, but an individual who, like yourselves, works at the bottom, moves among the men and women who become the cooperators in the cooperative movement, and, therefore, he is doubly equipped to tell us the story.

May I, therefore, present to you at this time, my good friend and Brother, C. J. McLanahan, Director Council for Cooperative Development.

Brother McLanahan. (Applause)

Brother C. J. McLanahan (Director, Council for Cooperative Development): Thank you.

Brother Randolph and Delegates to this meeting of the International Brotherhood:

I deeply appreciate the invitation extended to me to speak at your convention in 1946, two years ago, in Chicago. I feel highly honored to be asked to return and speak again at your 1948 convention. I hope that I will become, Brother Randolph and Delegates, an old fixture at your meetings—perhaps not taking time at your platform, but at least being at your conventions—because I am convinced, as I moved among you, that you do represent one of the finest unions in this country.

I highly prize the friendship of your International President, and as I have come to know others of your leaders and your officers, and as I have come to know the rank and file as I have traveled over the country during these last six years, and like a lot of you who came into Detroit this morning on the

train, I didn't get much more sleep than you did, and I have come to know many of your people well. I have known Ted Brown for some thirteen years, when he was a student at Northwestern.

Well, two years have passed since the last convention, so that I can make what I can say this morning something in the nature of a report of progress. But first a story.

All of us have been busy. Probably you would record, as I do, that these last two years have been the busiest years of your life, and probably the next two years are even going to be busier. There comes to mind a story that Murray Lincoln, the President of the Co-operative League tells, and it is popular in farm circles because it illustrates just how busy people can become.

There was a farmer who had a sick calf and he called up the veterinarian one morning and reported the fact and asked what he should do about it, and the veterinarian over the phone said, "Two quarts of castol oil."

The farmer thought that was a little peculiar especially the quantity, but he hung up the phone and went out and got hold of the calf. Two days later the farmer and the veterinarian met in the street and the veterinarian said to the farmer, "How is your calf today?"

The farmer scratched his head and said, "What do you mean 'calf'? There is nothing the matter with any of my calves."

He said, "You called me on the phone the other day and said you had a sick calf."

He said, "Oh, I said I had a sick cat."

He said, "Good Lord, you didn't give that cat two quarts of castor oil did you?"

He said, "Yes. I had a lot of trouble getting castor oil. That first quart wasn't too bad, but in the second quart that cat bit and scratched like a wildcat." He said, "That cat is so busy now, that he has nine cats working for him—three cats digging holes, three cats covering up, and three cats out looking for new locations." (Laughter)

That is about the highest degree of busy-ness that I have run into lately.

But what has been happening on the labor front these last two years? On the bargaining front progress has been made, and pressure has been kept on, but there has been a growing realization that more than ever that old philosophy of labor, "more now," is not enough.

This pure and simple trade unionism, argues it was once talked about that we should be concerned for wages and nothing else. I say that kind of trade unionism died on June 17, 1946, in terms of a headline that appeared here in a Detroit paper, "The Detroit Free Press," in great headlines it said, "Packard hikes"—it was the Packard Motor Company—"Packard Hikes Pay and Prices."

That was the first time I ever saw it put that way, but now they have come so bodly out that it is no longer hidden as it has been. It used to be that on the front page they would say they hiked pay, and back in the financial section somewhere, if you read there, you would find out that they were also raising prices. But now they no longer even put out that front. Right out in the headlines: "Sure, we will give you an increase in pay, and we will at the same time increase prices."

To the degree that they can continue to do that, and they still have the power, I say that that kind of trade unionism is dead, if that is all trade unionism is. It must go to that point. Certainly every bit of pressure to keep those pay and wages up there, to the highest level. But trade unions have gone beyond that, and the leadership today is moving beyond that. It sees the need for political action. It has gone into the arena, to take on this Taft-Hartley Act. It has seen that trade unionism has a responsibility to get its people mobilized to go out and use the ballot.

Then there is union leadership that has moved beyond that position, not abandoning those, but seeing that they must also organize their people as consumers.

As Brother Randolph has said, it is not enough to take home something in the pay envelope. You have to follow that pay, not only in the pay envelope as organized people, but you have to

follow it into the grocery store as organized people, and that is where the cooperatives come into the picture.

There are signs of an awakening all across this country, in leadership and rank and file of labor. It is slow. It takes time. Even more slowly sometimes, I think, than was the case with an Englishman who was outwitted by a Scotchman. I put on my Scotch plaid this morning to indicate which side I stand on. And this Englishman asked the Scotchman, "How is it that you get so smart, and those people up in Scotland?"

And this Scotchman Sandy said, "Well, we have a lake up there, and there is a spring near that lake that has peculiar water, and we drink that water, and that gives us the brain power."

The Englishman said, "Could I get some of that water, and maybe I will be as smart as some of you people have turned out to be."

Sandy said, "Sure, I will send you down some of that water, the next time I get up there."

So a week or so later down came a little bottle — about so big — of water, and there was a bill with it for five dollars for the bottle of water. And the Englishman drank the water and a little while later he saw Sandy and said, Nothing has happened."

He said, "You need more of that water. It takes more of it."

So he said, "Send me down another bottle," and it went on three or four times, and finally this Englishman was a little exasperated. He didn't feel he was gaining mental power by drinking this water. He said, "Sandy, I don't quite understand this. Nothing is happening, but there is one thing that does come to my mind. Why is it that that little bottle of water costs so much money?"

Aye," Sandy said, "You are beginning to think." (Laughter) "I see it is beginning to work." (Laughter)

It is coming slowly, but it is coming. Labor is awakening. John Carson, who is in our Washington office of the Cooperative League, has worked a long time with labor. He is a much older man than I, and when I started a couple of years ago to spend more time working with organized labor, I had been working with the farmers five years before then, he said, "You don't know labor." And I said, "Yes, I don't think I do, but I want to learn."

And I think I am beginning to learn, in these last several years, that your power does not lie in collective bargaining. It does not lie in political action. That is not your chief asset. It does not lie in your possibilities of organizing cooperatives. It lies in the fact that you are an organized group of people, and that you can do anything you want to do. First you move on this front, and then you move on this one, and then you move on this one, and then you move on that one, constantly toward the achievement of a decent life for you and you children.

And there is nothing that can stop the fifteen million people in this country who are organized in that respect, just as quickly as they learn how to move on all of these fronts. (Applause)

Well, let's take note of the facts, of how much progress is being made by these people who have this possibility of acting without limitation.

Right now, September 13, 1948, read the papers, listen to the radio. We know the facts as they come to us that we as a people are being exploited. We are suffering under inflation, profiteering, and monopoly pressures greater than our people have ever been under in the history of this country. True, it is done more subtley than ever before. We are given a wage and then we go out and we can't buy much for it.

A fellow the other day said, "My wife is getting a good deal stronger. She can now go home and carry everything that she can buy for a twenty dollar bill." (Laughter)

I went out looking for a house recently. I am moving from Chicago to Detroit. There isn't any new house that I saw for less than ninety-two hundred dollars. You are supposed to spend, in buying a new house, not more than half of your income in any one year. That means that people buying new houses today ought to have a little better than a four thousand dollar income—they should

have a forty-five hundred dollar income.

How many of you are making forty-five hundred dollars today, a year? How many people of this country? That means that the people are being denied housing, and ninety-two hundred dollars for a house—or ninety-two hundred dollars for a house the kind that I saw, I was going to say, is a shame. I will say it is a crime, the kind of houses that are being built and sold at that price. There isn't a decent house being built today that sells for less than twelve or thirteen thousand dollars. And, again using half of your income figures, that means that the people, to buy decent houses in this country, should have an income of six thousand dollars a year, and how many have?

Looking at more of these facts. What does the profit column show in industry and business and corporations today? The greatest ever. I just read last night, if you are digging into the financial pages today what is the current news? They are trying to find ways to report to the public the kind of profits they are making without making the public angry at them. They had a meeting in Chicago of the accountants and auditors, to try to figure out ways of putting the figures in the papers so that it would not alarm the public that they are making such big profits. That is the great chore today.

Here is a chart that appeared in the Chicago "Tribune" two days ago, showing the index and the cost of living as the highest it has ever been in our country.

The debt, installment buying that you and I are in again is the greatest in the history of this country; and the amount of savings is at the lowest level, with half or more of our people not having any savings left at all.

One could go on and read the changes of these things, but you know them and it is only to bring them to the front of your mind.

What is labor doing? What are they going to do? Which is more important?

They are going to keep on for more wages, to get their just share. They are going to keep on for better hours as your President has keynoted this meeting this morning. They are going to keep every pressure on that front. You are going to move on the political front this fall, and on into the next four years as you never moved before. I see that kind of determination is on the faces of labor everywhere. The kind of thing that would make me go out and do things about it, is illustrated in "Time" magazine where Mr. Roper says there is no use going to the polls this fall because Mr. Dewey has it in the bag. "I am not going to send out any more people to count the vote," he says, "I will stake my reputation on the fact that Dewey has it. There is almost no use for people to think about the election. It is already settled. The Republicans are taking over."

Well, I almost hope they do, because I think it might wake labor up for the first time in their lives to really go into political action.

Then, on the third front of cooperative action. Unions have long been interested in cooperatives, and your union has been interested longer than many others. I am speaking to the Ladies Auxiliary tomorrow, and I will tell them that they are way out in front of any Ladies Auxiliary in this country in their thinking on cooperatives. (Applause)

They have done a remarkable job of basic education that is going to pay off in the days to come.

There has been a long interest, but last year, here in the City of Detroit, just about a year ago right now, this thing struck fire and took a new turn when some of the unions were so fed up they couldn't wait any longer. They went down, took money out of their treasury, bought groceries up to their union hall, and began to sell them to the people at cost. That touched a spark off all over the country. Radios and newspapers picked it up and found unions here, there and everywhere trying to do something.

And we started then, in the cooperative movement, to work directly with these unions, and neither we nor they had the money or manpower to do the job in the size of the demand that was being made on us at that time. So to-

gether we sat down and we set up a new organization, the Council for Co-operative Development, to bring international unions and cooperatives together to plan a joint program. Now that is not only going to give us strength in doing an immediate job, but that alliance between labor and cooperatives, between labor and consumers in this country, may well be the most significant organization set up within the last quarter of a century. Now it is so small that you can't see it with a microscope, but it has that potential, because it has that kind of an alliance in England and Sweden and it has given labor and the people the strength to go on and do what they are doing in those countries.

Well, we started here in Detroit, with limited man power. We could only select one area to work in, and we have been working here constantly this last year, in what we have called a "demonstration area," that runs from Saginaw from the north to Flint, Pontiac, Detroit, out to Lansing, and Ann Arbor here in eastern Michigan, and we have been working night and day and a lot of your people in these communities have been right in there working, too, to establish a new kind of cooperative that would meet three specifications:

It must save money from the very beginning;

It must be set up with a low amount of capital; and

It must succeed.

We have two private plans under way here; one on East Warren. We have another under way in Pontiac. A week from Friday, we are opening one in Flint. We are opening one in Detroit, on Charles Street, in about three or four weeks as soon as we can get into a building. Organization drives are under way in Saginaw. In Lansing, we are starting today a full time organizer in Carver Home where there has been a Co-op for the last four years but it has not been successful. Because of new techniques being developed now, we feel in Carver that it can become a remarkable example of what you people can do through cooperatives.

Why concern all of you who come from out of Michigan with what is going on here? It again has significance because what is done here will become a pattern of what can be done in Chicago, what can be done in Philadelphia, New York, Pittsburgh, and the other industrial centers. Many of these communities are just standing by, waiting to see what happens here, so they too can go out and have that type of program.

We know we can develop the kind of cooperative that will save people money and become the cornerstone for building something for the future.

In a group like this many people are skeptical. "What under the sun can we accomplish by setting up a grocery store and selling ourselves commodities, when we have big issues to talk about—Washington, political elections, presidents, and so on?" I say to you, if you will get on this job, and spend a few years on it, we will be making the presidents instead of those corporations who are making them today, and then telling us boldly on the front pages that we don't even have a finger in determining who is going to be the president of these United States.

Let me give you just three exemples, in closing, to indicate how strong this thing can become, if you will just give it a little bit of your time and attention.

I turn to Sweden where so much has been accomplished. The whole cooperative development in Sweden is only forty-five years old, not any older than most of the people in this room, and the largest share of that development has been in the last twenty years. Some of you know the story well. First they started with these little distribution points like we are doing, and then they moved into manufacturing, and then they went out and challenged these monopolies which were just as big and strong in these countries as they are here. When they challenged the electric light business and work terms, they were phoo-phoed, just like we are when we talk about challenging monopolies in this country. So they had to build their own plants in those fields. Now they don't even need to do that. I talked to Andrus Hersberg

recently, who has led that development over there, and he says, "We go into a place where we feel prices are too high, and say to them, 'We have studied the costs and think this ought to be the price. This is a fair return on your investment.' And they say, 'No, we don't think so. We are satisfied with the amount of money we are making.'" He says, "All we have to do is reach in our pocket for the blueprints of our own factory to go in and make those things, and they come to terms."

Imagine the kind of strength that you and I could have if we could go out to these monopolies setting the prices today, and reach in our pocket and pull out the blueprints and have them lower the prices.

That didn't take them too many years, and based on our knowledge now, we can do it in far less. Maybe they are smarter in Sweden than we are. We used to say in Minnesota that all the smart Swedes stay there, and the rest come to Minnesota and that is why they didn't get along very fast there.

But the farmers in this country have done a comparable job. We can look into our green pastures, not far out of our cities, and the farmers have done this kind of monopoly breaking, this profiteering-ending job already in this country.

Seven years ago there wasn't a cooperative oil refinery in the country, and here is the latest bulletin: They have just bought five more, to bring to a total eighteen refineries. And the farmers of this refinery own them, to make them the largest independent refiners in this country. A daily capacity of more than 100 thousand barrels of oil, with a total investment of 75 million dollars. Seven years ago there wasn't a single one of them. They have ended the exploitation as far as they are concerned in the fields where they operate and so many of them say we in the cities aren't smart enough to do what they have done. We look upon them as hay-shakers and "hay seeds" and so on, but they are a smart lot of people.

And we can do that kind of a job here. Roger Babson, back in the middle 30s said, "If the consumers in this country wake up to their latent power, they will blast the present system to bits." They have realized more than we have the power that we can control.

Here is a double page spread in the Chicago "Tribune," about three weeks ago: "The Menace of Cooperatives." That is what they think of us. They think we are a "menace." Well, we don't think we are quite that strong yet, but if we can get some of you people acting together, we can become a "menace." (Applause) What are we a menace to? Are we a menace to democracy? No, because we are democratic in every form and we spread democracy. Are we a menace to freedom, Everyone joins a cooperative on a voluntary basis. There is no force.

What are we a menace to? We are a menace to 'profits.' We are a menace to exploitation. We are a menace to inflation. We are a menace to the low standard of living that you and I have to take. That is what we are a menace to.

I say, let's keep on being a menace! (Applause) And maybe then we can make the front pages instead of being in the inside pages.

That is a long enough time to review this story this morning, and I would like to leave as a closing thought that this is a call to action, not just a report of progress the last two years; but a call to action on the part of the Brotherhood of Sleeping Car Porters to join with the other International Unions, here in Detroit, in Chicago, throughout this country, as they are joining together to build by the people, for the people, and of the people, this kind of economic program that will underscore every other act that you take on the political front, on the collective bargaining table. We can come back and report two years from now—not "I" reporting, but "we" reporting—that we have done a job in starting to build the kind of cooperatives that can give us another means, as organized men and women, to achieve the objectives towards which you have been working and struggling so nobly all these years. (Applause)

President Randolph: Thank you Brother McLanahan. I assure you that we have been greatly edified by this fine illuminating, informative and comprehensive talk on the cooperatives and the obligation of organized labor to use this powerful weapon for the organization of their consuming power.

We are always glad to have you, Brother McLanahan, because you not only are a worker for the cooperatives, but you are a worker for a better world. Thank you very much, and I assure you that this organization, the Brotherhood of Sleeping Car Porters will give the program you have outlined here its serious consideration.

Now, we hope that you may be able to stay with us as long as you may find it convenient, Brother McLanahan.

* * * *

I want to name a few of the members on the Credentials Committee, so that you may get the credentials from the Secretary-Treasurer, Brother Totten, and begin work with a view to presenting a report to the Convention early tomorrow morning.

J. A. Martin, I wish you would take note. J. R. Benoit, H. A. Rock, Marcus Dash, C. A. Johnson, J. C. Gray.

Now, everybody has heard the names and I hope that these delegates will get together immediately upon adjournment, or even before if you want to, and begin work on the credentials because I think you have a considerable job ahead of you.

Now, is Brother "Billboard" Jackson in the hall? I want Brother A. R. Blanchette and Brother Claude Grooms to escort Brother "Billboard" Jackson to the platform.

. . . Brother "Billboard" Jackson was escorted to the platform.

President Randolph: In the early days of the struggle of Sleeping Car Porters we needed friends. They were few and, consequently, those citizens in various sections of the country who were friendly to the organization naturally won a warm place in the hearts of the men and women of this movement.

Among them was our good friend "Billboard," because he used to be one of the editors of a theatrical magazine by that name, and he was at that time travelling throughout the country. He has wide connections and consequently he knew what was going on. As a matter of fact, he was one of the inside governmental workers in this country, one of the men on the inside. At that time many, many groups came together for the purpose of taking action against the Brotherhood of Sleeping Car Porters. Fortunately, we had in our corner a man with a spirit, and the intelligence and dedication of "Billboard" Jackson. Now, he is a representative of the Standard Oil Company and goes all over the nation, and because of the fact that he was an early devotee of the Brotherhood's work, of the Brotherhood's objectives, program, philosophy, position, principles, and practices, we feel that we are always glad to have him come and say a word to our Convention. He is here this morning, and I want to present to you our good friend Brother Jackson. (Applause)

Brother "Billboard" Jackson (Representative, Standard Oil Company): Thank you Mr. President. My good friend Randolph and I made friends back in the troublesome days of the first World War. We have been friends ever since and I haven't been sorry for it. He doesn't seem to be. If he is, he is a good actor. (Laughter)

Brothers, you have started something. It "listened" good to me, and I just took a piece of it. That is all there was to that early day, and, of course, I had to prove myself. I don't know, most of those boys who were not Pullman porters were saboteurs and stool pidgeons. People of that sort. It took the rank and file to find out that I was a real regular guy and that my word meant just what it said.

Now I am going to tell you that in addition, I have had the same notion in a different way that your previous speaker has. His idea of a cooperative that will yield, or retain to you, the profit margin on the things that you must buy as consumers, is a good one

and worth developing. But I, at the same time, feel that there are some lines of distinction, some margins we have yet to make up in American life. I am a crusader, through the National Negro Business League, of more and better business for Negroes, and I am assuming if you start a cooperative that it will be largely Negroes in your cooperatives and that includes them too. In addition to that, I know that the democracy of America is expressed in a couple of different things. One is brains, ballots and business. The quicker we get some of our group into business, whether on a cooperative basis, individual basis, as corporations, the quicker we will get equal to everything else. It is like a chess board. You have to match everything they have, whether it be a king or what.

So I took upon myself, individually, the idea of representing established business. I have broken seven doors in my day. The "Billboard" was one of them. The United States Department of Commerce was another. That was in an administrative job. We had messengers and so on, but nobody sitting behind a desk and telling anybody what to do. Nobody had access to their figures that we are concerned with. And I broke into the American Marketing Association four years ago. I have broken into real estate combines. There are some men in this room who remember when I was a clerk in the Real Estate Trust in Chicago, way back in the 1890's. I have had a good bit of success in opening doors.

I couldn't have done it if it weren't for the members of the Brotherhood of Sleeping Car Porters, the Masonic Fraternity, the Elks, the Actors' Guild, and some other organizations of men who were working hard, trying and hoping for their children; who gave me a hand and have given me support.

There are a lot of Pullman Brotherhood men between here and New Orleans, who welcome me to the town and who give me a place to sleep sometime, or get me one.

The result of that I am going to report to you. In fourteen years I have receipted two hundred and fifteen gasoline stations owned and operated by Negroes with contracts by Standard Oil and Esso. They have eleven hundred other Negroes working for them. (Applause)

And you know, fellows, here is where your pay-off is. I come to every convention and bring some little souvenirs and give them away — whatever I can carry at one time. That is an expression like giving a girl a flower. It shows you like her, but are not giving all your love. But here is what you are getting, you are choking off just eleven hundred who might be standing around looking for your job, and making them act like the guilds were acting towards me forty years ago. "I hear one of those youngsters doesn't like his job. Fire him. Fire him."

When he said that, I looked across the table and said, "You are too late. I quit when you started out that door." That is all there is to it. I am still your friend. (Applause)

President Randolph: Thank you Brother Jackson. I assure you that we appreciate that splendid message you brought to this Convention. We know that you are our friend, and we want you to know that we are your friend, and we will always stand by you because you stood by us when we needed a friend.

Now, no organization has any real stability unless the membership of the organization is informed. Informed not only about the immediate materials and problems with which it works, but also about the larger system within which it works. Not only an economic system but a world order. Workers who are a part of society, in order to be able to effectively work out the problem of building their own organization, must know something about how society itself came into begin, and what were the processes, and what are the processes.

Workers ought to know about what has gone on in the past, not only with workers of the Pullman industry, but with workers in all of the industries in America, and Canada, and for that matter, in the entire world.

Now, that is the purpose of workers' education.

Workers' education is designed to equip the workers to become able and competent builders of their own union so that their union will be able, effectively, to negotiate contracts concerning rates of pay and rules governing working conditions. Also to enable their union to be effective in helping to build a broad labor movement of their country and an international union of the world, dedicated to the maintenance of democratic institutions that will provide an opportunity for the expression of the ideals, the hopes and the aspirations of the wage earners.

Now, the next speaker, Brother Elder, is a teacher and is associated with the University of Michigan in the Department of Labor Extension. He has a wealth of information. And not only information — he has a fine spirit of dedication to the cause of the workers in America and throughout the world.

I want to appoint Brother Fields and Brother J. C. Gray to escort Brother Elder to the platform —, Oh, he is already here. Mr. Elder, thank you for coming, and I take this opportunity of presenting you to our Convention. We want you to know that we want you to feel at home. (Applause)

Brother Arthur A. Elder (Vice President, American Federation of Teachers; teacher, University of Michigan): Thank you. Mr. Chairman, Brothers and Sisters: I think I was very fortunate in having the opportunity to sit in with you during these last few minutes.

I was particularly fortunate because I feel that I have heard a very splendid introduction for the things I want to say. As a matter of fact, my task here is made much easier because of what I have heard.

As I came in Brother McLanahan was concluding his remarks to you on a subject in which he is so vitally interested and in which we are all interested — cooperatives.

Then I heard another one of your Brothers, a brother who has been associated with you over the years, tell something of his experience.

And then the Chairman's introduction, his remarks with regard to workers' education and the need for workers' education. Certainly any attempt of mine to tell you just what I have in mind, or what you should have in mind, when you talk of workers' education, is unnecessary after what your President has told you.

A good many people do raise that question: What do you mean by workers' education?

Well, I think that has been answered quite satisfactorily. We mean the sort of education that will help you as trade unionists in your organization, that will help you as a worker on your job, and will help you as a citizen in your community, your state, and in the nation. That much — and that is quite a big order.

Now I think we have to recognize that workers' education — I mean in terms of the educational programs that are being carried on in unions, through international unions and through local unions —has not received, over the years, the attention that should be given to it. But, happily, within the last ten or fifteen years trade union leaders and members are recognizing more and more that they have a responsibility not only for educating their members, but for educating the public as to what the trade union movement has accomplished. Yes, it has accomplished, and it has made tremendous contributions to the building of our democratic institutions—not only what it has accomplished, but what it is aiming at at the present time, and some of its hopes and aspirations for the future.

Now, obviously, the best kind of workers' education is the kind of education that takes place in the union hall, that is taking place during every session of your Convention, that is taking place here this morning. The facts that you learn with regard to your jobs, with regard to your organization, with regard to the relations of your organization to other organizations — all of these facts are the most vital type of workers' education; and when we talk about workers education, that is where our emphasis should be, right within our own organization.

Education is not something apart. If it is something apart from our organization

and our daily life, it doesn't mean very much to us. So in talking about workers' education, we have to realize that we begin it right in our local union; and in your discussion of workers' education, if you talk about setting up a program of workers' education, I hope that you begin right at home. You begin at the point of, "Why are the Brothers attending meetings ,or why are they not attending meetings." "What was good about our last meeting?" "Why were people interested," or "Why were they not interested?"

Those are the Number One questions in the field of workers' education that you, as trade union leaders, should be asking yourselves.

Then, beyond that, you know that your problems are no longer simply problems of wages and hours and working conditions. Problems of today are much more complex and they are becoming increasingly complex. Having paid attention or taken into account the need for constantly informing your members of your day to day program, your union program, the next job is to acquaint them with their relation to the community, to be sure that they are active, not only as union members, but as citizens in the community in connection with the movements that will not only increase the prestige and importance of your organization, but will enable them as individuals to realize themselves much more fully.

And then, as your president suggests, in these days our horizons have been widened immeasurably and the worker is just as much concerned with what goes on in far away lands as the business man or the banker, or the statesman, or the political leader. After all if we are a democracy, in the final analysis, intelligent decisions will only be made to the degree that we understand the issues, and to the extent that we voice our opinions.

Now, so much for the importance of workers' education.

Now, what is the situation in the labor movement, as far as workers' education is concerned at the present time.

Well, I think that any of us who are realistic, and certainly the leadership in your organization is realistic, if they are frank with you, will have to admit that in the labor movement, both in the A. F. of L. and the C. I. O., we have not done the job of workers' education that we should have done, or should be doing.

Now there are notable exceptions, of course. There are international unions which have full time educational directors, international unions which have research and publicity directors, all of whom contribute, of course, and take part in this job of workers' education. But by and large the number of international unions who are carrying on active programs in these fields are all too few.

But there is an encouraging note: More and more international unions, more and more trade union leaders, more and more rank and file members are beginning to realize the importance of getting more actively into the field of workers education.

Now the next question is: All right, assuming the recognition of the need for workers' education, how do we begin, what do we do, to whom do we turn for help?

Well, no one, I would say. We depend first on ourselves. We must ourselves decide what our needs are. We must ourselves look around, look about in the community to determine what agencies are in the best position to help us carry on our program.

But essentially and finally, of course, the job is a job that we must undertake ourselves. We can't depend on other agencies.

Well now, your own organization, certainly in the field of forward looking stands it has taken on social and economic questions, has made a real contribution to workers' education.

If I understand your problems as far as the future is concerned, there is a determination on the part of your leadership to do a better job in your local units, to see that some of the ideals and some of the items on your program, for which you have stood for years, that they are discussed a little bit more down

in your local units; that there is a bit more activity, or considerable more activity at the local level in support of those programs. And, if the local leadership here represented in this Convention could go back to their respective communities with the idea that they will try to translate some of the programs, some of the decisions that are arrived at here during the course of your deliberations, be able to translate them into local programs of education, I am sure that your President would feel assured that two years hence at your next convention your people would be able to report that through a more intelligent membership you have been able to realize some of the objectives you set up here, and you have been able to do more than in the past.

Now, the next question is: Suppose you do decide to carry on a program, a more active program in your local union, and in your community, what are some of the resources, what are some of the agencies that you may look to for assistance?

Well, I happen to be connected with the Extension Division of the University. My particular job during the past four years having been that of establishing a workers' education service program.

Now this program is not a class program. That is, we do have classes, but our emphasis is not primarily on classes. Our emphasis has been rather on service. That is, you know for years trade union leaders have pointed out that almost every group in society is served by our public institutions, our professional people in the way of training, in the area of vocational skills as well as in the arena of, you might say, understanding the economics that affect their particular trade or occupation or profession, have had notable service from the universities.

The same is true of our business people. They have been able to go to the universities and ask for courses under every conceivable heading of personnel management, salesmanship, real estate. Almost every conceivable aspect of business is treated through the extension divisions of our universities.

Now the workers have not been in a similar position, but increasingly during the last ten or fifteen years the trade union leaders have been going to the Boards of our Universities and have raised the question as to the possibility of universities giving the same type of service to workers that they are giving to these other groups.

And, happily, a good many universities are beginning to meet the requests, and at the present time there are in the neighborhood of one hundred universities who are offering services of one sort or another to workers. Now I think we should be realistic about these services. Even though I am connected with the university program, I think you should be critical of my own program, as well as the programs of the other ninety-nine universities who say they are also in this field of workers' education, because I think if you examine these programs you will find that there is considerable difference among, or between them. In some cases they call it "workers' education" and they are giving educational service at the graduate or undergraduate level.

Now it is true that some few of your people, some of the technicians, the research people in your international union, will profit from such services, but I think that the unions can quite quickly point out that that is the same type of service that universities for years and years and years have been offering to all groups. That is not a particular service for union people.

And then if you examine other university programs, you will find that they are giving, they are engaged perhaps in research service in the field of industrial relations. That is very important, too, but if the service ends there, a good many trade union leaders again point out that that is not the sum and substance. That does not include all of the things we want in the way of educational service for unions.

And then if you examine still other programs, you will find that they are giving under these programs an odd course in the history of the labor movement, or in labor management relations,

or in labor legislation. And there, again, those are very important, and I think we all appreciate that the universities are doing a service in those fields. But I think that workers increasingly are beginning to ask, "When will the universities come into the field and give us the type of service that is being given to the farmer, an extension type service, a type of service that recognizes us not only as producers, but also as consumers?"

If it is legitimate for a university, an agricultural college, to not only assist the farmer in vocational aspects of his livelihood — that is with relation to improvement of soil and rotation of crops and so on — and it is also true that that service goes beyond that. It goes to the extent of advising the farmer as to market conditions, when to hold your crop from the market, when to feed your crop to the market, and all other aspects relating to the farmer's economic and social welfare. So that union leaders are increasingly taking the position that universities should give that same type of service to the unions.

Now, that sounds simple enough, and we all agree to that in theory, or in principle, but you come into real problems. For example: I referred to the matter of the agricultural college quite commonly feeling that it is within its province to advise the farmer as to when he should feed his products to the market and when he should keep them from the market.

Now, the only commodity you people as workers have to sell is your labor, and from my experience up to date, and the experience of some of my colleagues in the workers' education field, they feel that we have not yet arrived at the point where we can quite frankly in the course of our discussions discuss this matter.

We will just take the matter of strikes. After all, a strike — in a strike the worker is doing exactly what the farmer is concerned with. The farmer is concerned with his product. You are concerned with your product. At times it may be advisable — you dislike it very much, just as the farmer may dislike to pile his product up in the bin. You dislike to hold your product from the market, and up to this time we have had no assurance that the people who say they are interested in workers' education feel that this is a legitimate subject for discussion in the field of workers' education.

Now, that is not the only one. I am citing that as an illustration, and I have a feeling that we cannot be in a position to say that the public institutions can be of service, of real service to us in the field of workers' education, until we have the assurance that the people who represent those programs can be just as free in expressing their opinion, can be just as free in discussing controversial matters, in all areas that are of concern to you as workers, as union members, and as citizens. That until we are just as free as the lecturer who discusses problems of business, or the lecturer who discusses the problems of agriculture, we can't say that the educational institutions are doing the job of assisting us that they should be doing.

Now then, if we recognize that these public institutions can be of some service, but they can't go as far as we feel they should go, I think that that brings home to us the thought that what they can't do we have to do for ourselves. Obviously that is the answer.

And that, again, really brings us back to where we started. The program must start in our local unions. If we use the assistance of outside auxiliary agencies, we must see that the type of service they give is of value to us, and of value to our membership, and, to the extent that it is deficient, that we supplement it with what we feel is in the interest of our own group, and in the interest of the larger group.

Now, just one point in conclusion. In connection with this effort to broaden this program of workers' education, of service for workers, a bill was introduced in this 80th session of Congress. This bill was designed to provide the extension services, the kind of services that labor people are interested in. It had the support and endorsement of the C. I. O. and the A. F. of L. Hearings were held before

the Senate Committee and before the House Committee. I had the privilege of hearing your representative, Brother Ted Brown, I believe it was, appear before the Senate Committee on behalf of that bill. We were not successful in securing enactment of the bill. It was favorably recommended by the Senate Committee. Hearings were held before the House Committee. Undoubtedly that bill will be introduced in the next session of Congress.

It is one of the measures in which you are interested and I am interested. We have fifteen million trade unionists in this country. That number is constantly growing. These workers, as far as the public school education is concerned, secure very little beyond the very tools that will enable them to take advantage of further educational services that may be offered to them.

We make no apology in pressing for a labor extension bill. We feel that that type of educational service is needed. Our experience has shown us that union people are interested in it, and so I urge you, if and when that bill is re-introduced, get behind it. Let your Congressmen and Senators know what you think about it, and above all in your local community carry on a workers educational program so that if and when this broader legislation is passed you will have the kind of experience that will enable you to take advantage of that additional support for carrying on an educational service program.

Thank you. (Applause)

President Randolph: On behalf of the delegates of this Convention, we want to extend our great appreciation to Brother Elder for this very splendid discussion of workers' education.

I assure you that the Brotherhood will back the movement to get a labor extension service in our government. It is just as logical as the Department of Commerce or any other agency of the government in serving various concerns and institutions and interests in our national community.

Now, I want to appoint Brother Chevalier and Brother Henry to escort the Honorable Mr. Kennedy of the Railroad Retirement Board to the platform. Mr. Kennedy is right in the lobby.

. . . Announcements.

. . . The Convention picture was taken.

President Randolph: Let us have order, friends.

No doubt delegates have resolutions that they want to give into the International Secretary-Treasurer, so that he may in turn turn them over to the Committee on Resolutions and Constitution. Therefore, I want to urge that you give your resolutions to Brother Totten immediately upon adjournment so that he may pass them on to the Resolutions Committee.

Now my friends, there is no question before the railroad workers that is more important than that of pensions and unemployment insurance. The whole question of the assistance to workers after they have finished their vocational life. In fact, the workers of every country have been busy building up their pension structure. They are just as concerned about building up their pension structure as they are about building up their wage structure and their working condition structure.

Now, we have with us today the Chairman of the Railroad Retirement Board. You will recall that the Honorable William J. Kennedy appeared and addressed our Convention last year, and I don't think that we have had any one appearing in the Convention who gave an address which was more fundamental and which was of greater interest to the members of the Brotherhood of Sleeping Car Porters. I am happy that we are able to get him to return to address this Convention.

At this time, I have the honor to present to you the Honorable William J. Kennedy, who will talk on the Railroad Retirement Board, the new amendments to the law that are not altogether clear to some of the railway workers. You need to know everything about the law, about the amendments, about the administration of the law and so forth.

I might say this while Mr. Kennedy is here, and that is that I don't know that we have any agency of the government upon which the employees may depend more for fairer consideration than we have in the Railroad Retirement Board. (Applause) I think that is due to the fine administration that Mr. Kennedy has given, and also to the fine administration his predecessor gave to the Railroad Retirement Board.

At this time we are glad to have you, Mr. Kennedy, and we want you to tell the men and women just what is on your mind. (Applause)

Brother William J. Kennedy (Chairman Railroad Retirement Board): Mr. President and my fellow American Citizens: Like the Irishman who was called upon one time to make a speech, and he said, "I want to say something before I speak." That "something" this afternoon is that from now on out the program is going to be different. (Applause)

When your distinguished President invited me here I was more than happy to accept his invitation. And when I say "your distinguished President," he is a "man of distinction" because I understand that only recently he and Margaret O'Brien switched to Calverts. (Laughter and applause)

I recently didn't know that I was going to be able to make this meeting. Over the week end I had a slight cold, but I took some of those 4-way tablets, you know, that work four ways. Well, they only work one way. (Laughter)

You know, after that introduction by your President, I am anxious to hear myself, what I am going to say. (Laughter)

You know, the President said I spoke to you a year ago. To keep the record straight, it was two years ago in Chicago. I remember it well and appreciated your hospitality, and I appreciate the opportunity to come back.

I remember the travelling salesman who got off at Zion, Illinois, and went to the first store and said, "Let me have a cigar."

"We don't sell cigars."

"Let me have the morning paper."

"We don't sell newspapers."

He said, "Do you have a movie in town?"

"My goodness, no," he said. "My good friend, you don't seem to understand. You are in Zion City and we are a religious sect of people, waiting for the second coming of Christ."

He said, "My friend, you are just wasting your time. He will never make this town twice." (Laughter)

When I spoke to you two years ago I didn't expect — really, Mr. President — to be invited back. (Laughter)

Then, too, you might be in the same position as the fellow who was about to be hung. Here was this morbid crowd witnessing the execution, and the hangman turned to the crowd and said, "Is there anybody who has anything to say?"

Some fellow piped up and said, "Yes, I would like to make a speech. I am a candidate for Congress."

He turned to the fellow being hung, and said, "Have you any objection?"

And he said, "Hell no, but hang me first. I have heard it before." (Laughter)

But, seriously, friends, it seems to me that being with you at this time is indeed an occasion, for it is almost two years to the day since I had the pleasure of meeting with you, and speaking to you at your convention in Chicago in 1946. At that time, the 1946 Crosser amendments had just been enacted. Since then, the railroad retirement and unemployment insurance systems have blossomed into the most comprehensive insurance protection for railroad workers in this country. Since then, also, the 1948 amendments to the railroad retirement and unemployment insurance systems were enacted. Between the 1946 and 1948 amendments, however, several attempts were made to repeal the 1946 amendments. These attempts were backed not only by the railroads, but by a number of insurance companies in this country which sought to repeal the sickness benefit provisions. Fortunately, these attempts failed, due largely to the resistance of the intelligent leadership of your labor organizations. (Applause)

But your labor organizations were not satisfied merely with the defeat of the attempts to repeal the 1946 amendments.

Your labor leaders were troubled seriously with the rising cost of living and with the consequent depreciation in the benefits under the Railroad Retirement Act. They were particularly interested in achieving two things: The first was to restore a provision in the Act which was eliminated in the 1946 amendments. This provision was a guarantee that if the total of the benefits paid to an employee and his survivors amounted to less than the total of the taxes he had paid for the maintenance of the retirement system, the difference would be paid to certain of the employee's survivors. The 1946 amendments replaced this guarantee provision by a completely new and comprehensive system of survivor benefits. It was then believed that the revenues from the fixed rates would be insufficient to cover the cost, both of the new survivor benefit provisions and the guarantee provision. For this reason, the latter provision was repealed by the 1946 amendments. Your labor organizations, however, were determined to restore that provision as soon as the first opportunity to do so presented itself.

Furthermore, because of the high cost of living, your organizations wished to secure an increase in retirement annuities. At that time, however, all concerned with the problem recognized that the tax rates for the maintenance of the railroad retirement system should not be increased. Fortunately, however, the wage increases in the last several years have produced a total taxable pay roll in an amount which was much higher than was estimated when the 1946 amendments were enacted. At that time, it was assumed that the average annual railroad pay roll would be $3.5 billion. A study made by the Railroad Retirement Board showed, however, that this estimate could be revised. Upon such revision, it was found that the annual average railroad pay roll would be $4.3 billion. Consequently, there was an extra amount of money from tax revenues on nearly a billion dollars which could be used to increase benefits without increasing tax rates. A further study by the Board revealed that on the basis of these extra tax revenues, the guarantee provisions could be restored, and retirement annuities could be increased by 20 per cent.

Incidentally, the task of increasing the annuities and pensions was a tremendous one, but I am happy to say that all the increases were awarded and the checks for the increased amounts went out on time last month to over 216,000 annuitants and pensioners. (Applause) Among those receiving these increases are some 1,600 men and women retired from your own ranks. (Applause) Their benefits, I can inform you, have been raised from about $50 a month, on the average, to over $60.

With this overall picture before us, I think it is well to consider a little more how the railroad retirement and unemployment insurance system operate.

You know, of course, that money is collected from you and your employers in the form of taxes which are paid back to you and your family when it it most needed — when you are sick, unemployed, permanently disabled, too old to work, or when you die.

Not many people know the size and importance of the railroad retirement and unemployment insurance systems which your labor organizations have persuaded Congress to create for you. I should like, therefore, to say something about these systems — how many people they protect, how much they have paid out, and how they compare with private insurance companies. I know of no other government agency where there is more misinformation than there is on your own Railroad Retirement Act. I am sure that the information I am about to give you will create in you and other railroad employees a pride for these systems.

One way to get a picture of the size of the operations of the Railroad Retirement Board is to compare it with other insurance organizations. We hear much about the great private insurance companies and are apt to think of the railroad retirement system as small compared with them. Actually, only two life insurance companies in the United States collect more in premiums and pay more in benefits than we do under the retirement system alone. Moreover, the an-

nual value of annuities which we were paying at the end of 1946 was equal to 70 per cent of all annuities being paid by all private insurance companies in the country combined. (Applause)

So you see your railroad retirement system is a big business. To give you a better idea of how big it is, I should like to tell you that 325,000 people received $225 million in benefits during the year ended on June 30. We are now paying out each month to nearly one-third of a million men, women and children in retirement and survivor benefits over $20 million, or nearly $1 million for every working day. That much money will put a lot of bread and butter — even at today's prices — on the tables of families which no longer have regular pay checks coming in.

And that's not all; retirement and survivor benefits are only part of the story. Last year the Board paid $32 million to 210,000 unemployed railroad workers and another $26 million to 150,000 who were sick or injured. In the average month, nearly 85,000 railroad workers drew approximately $5 million in unemployment and sickness benefits. In comparison, under the State unemployment programs only 7 States paid more to their unemployed workers during the year than we did and only two — Rhode Island and California — paid any sickness benefits at all.

All in all, therefore, we paid in the last fiscal year, more than a quarter of a billion dollars in benefits to nearly three-quarters of a million people, about as many as live in the City of Pittsburgh, for example.

Some of you may be surprised at the size of the figures I have quoted. But, let me go on. The retirement system has reserves — that is, assets — of $1-2/3 billion. This is the amount of money set aside in United States Government obligations, which, together with the taxes to be collected, will insure the future payment of benefits now prescribed, without increasing the taxes now scheduled. Past and present railroad employees have already built up rights to future benefits which today have an insurance value of over $5 billion.

Perhaps you are thinking, like so many others I have talked to, that the Board must be a tremendous organization and must spend many millions of dollars each year to carry on these important functions. In fact, I have been told many times by misinformed persons that if the Board did not spend so much of your money and administering these programs, benefits could be much higher than they are. I want to show you with concrete facts and figures how ridiculous such statements are. But before I tell you what it does cost, let me give you an idea of just how our organization functions.

Last month we had 2,550 employees — 1,450 of them in the headquarters office in Chicago, and 1,100 strategically placed in our 100 field offices throughout the country, where they are ready at all times to lend you first-hand personal assistance.

The men and women who work in these offices are not there just to draw a pay check; they are there to render to you and to your families, in the most efficient manner possible, every service they can. Many of those in the headquarters office are engaged in doing the paper work necessary before your claims for retirement and survivor benefits can be paid. For instance, during the last fiscal year, these people completed action on 150,000 claims for retirement and survivor benefits — or 600 on every working day. In the average month, they received 2,700 new applications for annuities from retiring employees, and 3,400 applications for survivor benefits from families of deceased railroad men.

Another large group of employees is required for the huge bookkeeping job of keeping individual wage and service records for every person who works in the railroad industry. Since 1937, when this record-keeping was begun, 8 million individual accounts have been set up. During last year alone, we received from employers over 9 million individual reports on over 2,500 employees who worked at some time during the year.

Still other Board employees are busy handling the huge volume of requests for information which come in from rail-

road workers every day, and doing the thousand-and-one jobs which come up in any large business organization. Last year, for example, over 1 million pieces of mail were received in the headquarters office alone, and 1-1/4 million pieces were dispatched.

I could go on and tell you about the millions of cards, papers, and forms that must be handled, about the thousands of files that must be maintained, about the vast statistical operations which are carried on, and something about the work of the legal staff, but I don't want to burden you with such details, however important they may be.

The men and women in our field offices are close to you and are always at your service. The largest operation carried on in these offices is the paying of claims for unemployment and sickness benefits. Last year they received well over 2 million claims—an average of 4,400 unemployment and 3,200 sickness claims per working day.

A large part of their time is spent in helping you fill out claims for benefits; they tell you exactly what your rights and obligations are under the laws; and they see to it that you, or the members of your family, get every cent that is due under the law. It is largely because of this field force that you can initiate a claim and have it followed through to completion without paying one cent for assistance from an attorney or any other person.

So much for what the Board's employees do for you. But I think you would also like to know what sort of people they are. They are men and women who, like yourselves, are working to earn a living and are faced with the very same day to day problems as you are. For that reason, they are interested in helping you solve your problems and are trying to give you the best possible administration of the best social insurance system in the world. (Applause) When a Board employee handles your claim for benefits he takes a personal interest in your case. Let me assure you that no individual claim is intentionally neglected or manhandled and that every payment is made as promptly as possible.

Speaking of paying claims promptly reminds me of a story about two insurance men, an Englishman and an American who, in trying to bring out the superiority of their insurance systems, pointed to the promptness with which each paid its claims for benefits. The Englishman, with a good deal of pride, mentioned a case in which a widow returned home from her husband's funeral to find the insurance company representative waiting for her to give her the check on her husband's policy. "Well," said the American, "if you think that is a record, listen to this — Our office is located on the sixth floor of a sixty-story building. The other day, a man jumped from the forty-ninth floor and as he passed the sixth floor we reached out of the window and handed him a check for the amount of his insurance policy." (Laughter) Well, I assure you, that we at the Board don't go to those extremes, but we do make every effort to make certain that there will be no delay in the payment of any benefits which you have coming to you.

Now, to get back to what it actually costs to operate the Board. Let me put it in terms of what you yourselves pay in taxes.

Digressing for just a minute from my manuscript, I want to report to you, Mr. President, and these are round figures, depending on my memory, I am exceedingly happy to report this particular phase, and I am giving it to you in round figures: The total budget appropriated by the Congress of the United States, plus the amount allocated to us for unemployment and sickness insurance, was eleven and a half million dollars, divided approximately 50-50 between retirement claims and unemployment and sickness benefits.

Because of what I consider good management, for which I am entitled to no particular credit, except as being a small part of the organization, I doubt very much, Mr. President, that any other government agency can make this kind of a statement and I make it because I am proud of it and the people who made the contribution to make it possible. Out of that $11½ million we saved

$1,118,000 and put it back into your reserve funds for your benefit. (Applause)

In addition to that, while the work load will increase because of the Crosser amendments, and while the peak had gotten over, we still have a greater work load at the end of the fiscal year, on June 30, than we had at the beginning of the fiscal year, but with the saving of $1,118,000 we had 185 less employees than we had at the beginning of the year, so that is no "boondoggling" as far as I am able to discover, as far as your Retirement Board is concerned.

From each dollar which is deducted from your wages for retirement and survivor benefit purposes, less than 1 cent is used for salaries of Board employees, rent of Board offices, equipment for those offices, and all other expenses, and the other 99 cents eventually go out in benefits. (Applause). Since interest on the reserve is now running more than 10 times as high as administrative expenses, you may consider that no part of your taxes has to be used directly for administration. Administrative costs for the unemployment and sickness benefit programs are, of course, relatively larger than those for retirement and survivor benefits because of the different problems involved. Last year, it cost approximately 3 cents out of every dollar collected from employers to pay the operating costs of the unemployment and sickness programs.

I think that you can see from these figures that there is no money for "boondoggling," such as the Board has recently been accused of by a certain Mr. Whittaker Chambers. Mr. Chambers, as you know, is one of the men who has recently been in the news as appearing before a Sub-committee of the House of Representatives Un-American Activities Committee which is investigating Communist espionage in this country.

All I knew about it was what I read in the papers. And, by the way, I heard about a year ago, and I can't recall their names, a couple of Negro comedians on the stage in Chicago. And they were very clever. They were putting on the usual act, in dialogue, the one fellow being exceptionally smart and the other being exceptionally dumb. And he said to his partner, "Look, I know what the trouble with you is. You're dumb, you don't read the newspapers." He said, "Did you see the other day where a ship landed in New York with 900 G.I.s and 30 WACs?"

"Yes," he said, "I read the whole thing. You know what—the thing that came to my mind"—this is the fellow who is supposed to be putting on the dumb act—"the thing that came to my mind was the words of Winston Churchill. He said. 'There never were so many who chased so few and got so little.'" (Laughter and applause)

And, you may recall, Mr. Chambers testified before that Committee that at one time he had been employed by the Railroad Retirement Board on a "boondoggling" job at a salary of $6,000 a year. Actually, Mr. Chambers was never on the pay roll of the Railroad Retirement Board. The job to which he referred in his testimony was on a project conducted by the WPA for the Board; instead of being a big research job it was only a minor editorial job, and instead of receiving $6,000 a year for his services, Mr. Chambers was paid by the WPA at the rate of $2,000 a year.

I mention that, men and women of this organization, because I want you to know, I want you to feel, that your Railroad Retirement Board is being administered as you, or your President, or your other officers, would manage their business. It is being administered in your interest all of the time. (Applause)

If I were to relate our cost of doing business under the Railroad Retirement Act to that of private insurance companies, I am sure you would be astounded. I have told you that the Board uses less than 1 cent of each dollar you pay in retirement taxes for running expenses, but private life insurance companies on the whole use about 20 cents out of each premium dollar for this purpose. If our expenses ran up to such a ratio, it would cost us $100 million to operate the retirement system last year, instead of the $5 million it actually cost. I don't mean to imply that the insurance companies are wasteful with policyholders' money, but merely wish to point out

that a system such as yours can be operated at only a fraction of what it would cost a private organization.

State insurance companies do not write unemployment protection. I cannot compare our unemployment insurance costs with those of a private company. Health and accident insurance, of course, is a different matter. Many private insurance companies write such policies; therefore, I can make a valid comparison. Our cost of administering the sickness benefit program last year amounted to only 7½ cents for each dollar paid out in benefits, despite the fact that it was the very first year of this new undertaking. The latest figures I have been able to obtain on insurance companies handling health and accident insurance show that it costs them, on the average, about 75 cents to pay $1 in benefits. Not twice as much as it costs us, nor 5 times as much, but 10 times as much. And let me remind you that the entire cost of the sickness and unemployment insurance programs is borne solely by the railroads. They cost you nothing.

I have told you something about the work of the Board and the size of its operations and its costs. You have heard a great deal about the benefits under the railroad retirement and unemployment insurance systems, so I shall just mention them here. For the 5¾ percent of your wages that you pay, you will be given retirement annuities when you are eligible to retire or become disabled. If you should die, benefits will be paid to your survivors, such as widows, children, or parents, if they are eligible under the provisions of the law. Furthermore, there is no absolute guarantee that the amount of benefits which will be paid to you, or to your survivors, will be equal to all the taxes you pay, plus a little more for interest. You will always get more than you pay in, and you may get very, very much more. In addition to these benefits which you buy through the taxes you pay, benefits are provided if you are unemployed or if you get sick.

We sometimes hear statements that it would be cheaper for railroad employees to buy this protection from private insurance companies. On that, I need say only one thing — that no private company would, or could, sell the kind of protection that you get under the railroad retirement and unemployment insurance systems. If any company could do it, it would cost you three, four, or more times as much as you are paying.

And as I said, in the last two years the railroad social insurance program has made vigorous strides. Today, it stands as a model for all American labor and industry. (Applause) But we cannot rest on our laurels. Just as we must be constantly on guard to protect the fundamental workings of our democracy, so we must strive to assure that this program of human well-being will be conserved and strengthened as weak links become apparent. Science is making progress in combatting such dreadful diseases as cancer, heart disease, and tuberculosis. By the same token, we must never give up in our efforts to banish forever from this land of ours human insecurity and human want. A vital factor in the pattern is the preservation of the dignity and respect of every industrious and well-meaning American. Death, disability, sickness, old age — any human adversity, for that matter — know no bounds as to race or color or creed. Thus, protection against these social ills must be guaranteed in the same spirit. I am confident that the contributions made by the railroad workers to this land of ours have been human happiness through security and a better standard of living which will continue to be an inspiring chapter in the social security development in this country.

At this point, Mr. President, let me say a few words in a personal way, not as Chairman of the Railroad Retirement Board, but as one American to another.

In spite of the politicians, America is not going to hell in a basket. America is going to continue to go on. I repeat, in spite of politicians, America is not going to hell in a basket. If I had the time and the ability to preach a sermon on the coming election, I would use as my text the 16th Verse of the 7th Chapter of the Gospel according to Saint Mat-

thew, "By their fruits ye shall know them." (Applause) If you have any doubts about the correctness of this quotation, when you get home you might borrow a Bible from one of your neighbors and look it up. (Laughter and applause) I had some doubts in my mind about the correctness of that quotation, and before I left the hotel I looked it up and it was correct, and when I looked it up I couldn't resist the temptation of reading Matthew 7:15. And Matthew 7:15 says, "Beware of false prophets which come to you in sheep's clothing, but inwardly they are ravening wolves." (Applause)

So during this coming election, my friends, beware of false prophets. Remember Matthew 7:15 and 7:16.

But, seriously again, the coming election to be held on Tuesday, November 2nd, from labor's standpoint is the most important election ever held in America.

The hour of choice is yours on November 2nd. Therefore, I am appealing to you as an organization to see to it that every eligible voter goes to the polls and votes according to the dictates of his conscience.

You know, there are only three legitimate parties in the United States, the Republican party, the Democratic party, and the Cocktail party. (Laughter)

It seems to me, my friends, that we ought to have learned something from the last war, and yet we are living in a world of chaos. While we won the war, we have yet to win the peace. I often wonder if we, as Americans, fully appreciate the heritage that is ours. Do you realize ours is one of the few countries in the world where there is no semblance of an iron curtain?

In my opinion, the time has come when we ought to rededicate ourselves to the American way of life.

Mankind's most precious possession is freedom; therefore, we should vigilantly guard that freedom. I know of no better way of doing it than through the ballot box.

Yes, we have much to be thankful for. We still have freedom of worship, freedom of the press and radio, freedom of speech, and freedom of the ballot. Democracy in America and the American way of life is still the hope of the world.

Mr. President, you are building better than you know. Whenever it is my privilege to appear at these labor conventions, I am reminded of that famous poem, "The Bridge Builder." You may or may not be familiar with it. It is one of my favorite poems, and it reads as follows:

"An old man, going a lone highway,
Came, at the evening, cold and gray,
To a chasm, vast, and deep, and wide,
Through which was flowing a sullen tide.
The old man crossed in the twilight dim:
The sullen stream had no fears for him;
But he turned, when safe on the other side,
And built a bridge to span the tide.
'Old man,' said a fellow pilgrim, near,
'You are wasting strength with building here;
Your journey will end with the ending day;
You never again must pass this way;
You have crossed the chasm, deep and wide —
Why build you the bridge at the eventide?'
The builder lifted his old gray head:
'Good friend, in the path I have come,' he said,
'There followeth after me today
A youth, whose feet must pass this way,
This chasm, that has been naught to me,
To that fair-haired youth may a pitfall be.
He, too, must cross in the twilight dim;
Good friend, I am building the bridge for him.'"

Prolonged applause.

To those of you who attended the Convention two years ago—I thought perhaps the President would have saved me this trouble—I apologized to you then, and I didn't think it was necessary to apologize to you again because I never made any pretense of being a public speaker. I said then, as I say now, that no one is responsible for what I say, no one has told me what to say, and no one ever will. But you were so kind to me at your last Convention that I really was anxious to come back. I know of no labor organiza-

tion with greater hospitality to people on the outside of your organization, than your own organization.

I must tell you this because I think it is cute. Barry Fitzgerald of the pictures was a famous actor in his own right as a young man before coming to America. He belonged to the Irish Guild there, and you have to be an actor to belong to that organization. And he came over here and he did pretty well for himself, and he is still a pretty good actor. Over in England he got all the curtain calls. The audiences were nice and kind to him, and called him back for curtain calls after curtain call. And one night, in a good humor — and I wanted to pass this on because it is exactly the way I feel — after he had been back for these curtain calls, he said, "My nice people. You have been awfully kind to me." He said, "I would like to come out and shake the hand of everyone of you, but that would be pretty hard on the old carcus." He continued, "You have been so nice to me I would like to buy you all fine presents of fine gold and silver, but that would be hard on the pocketbook. So, here is a toast to my fine audience: May you all be in heaven thirty minutes before the Devil knows you are there. Laughter and applause).

President Randolph: Mr. Kennedy and fellow delegates, I am sure all of us are indeed happy to have had the Honorable William J. Kennedy, Chairman of the Railroad Retirement Board, with us today to address this Convention. His address has not only been instructive, but it has been rippling with wit and good humor, so that it has also been delightful. I am sure that every delegate here will look forward to the coming of Mr. Kennedy to address our next Convention when we meet — I don't know where — but in the next two years. (Applause).

I am sure Mr. Kennedy can sense from the applause the very deep interest manifested by the Delegates in the subject matter he has so ably and brilliantly presented.

There is no question, as I before said, more important to the railroad worker than the question of pensions, sickness and unemployment insurance, and I am very glad that we have this important agency under the chairmanship of so competent a person as our good friend, William J. Kennedy.

Now, Delegates, the busses have arrived, and following the adjournment of this session of the Convention, Brother Bennie Smith, who, with the Detroit Zone and Division, is the host to this Convention, will appreciate your getting ready for the bus trip.

Now, just before we adjourn, I want to appoint the Committee on Rules: John C. Mills, W. C. Mills, R. Norman, L. B. Thompson, George Bingham, Richard Bennett, L. Chevalier of Toronto.

I want to request this Committee to get together, and develop their report in order to be able to present it to the Convention tomorrow morning. You, too, ought to work on your report tonight, if you are not going to forego the bus ride. If you plan to go on the bus ride, then I hope you will work on the report tonight so as to be able to present it to the Convention tomorrow morning at the opening because the reports of the Credentials Committee and the Rules Committee must be in the hands of the Chairman around the beginning of the session tomorrow morning.

Let me remind you again about giving your resolutions to Brother Totten so that he may turn them over to the Resolutions Committee.

Tomorrow morning we will appoint the other Committees so they may proceed to work on their reports.

ANNOUNCEMENTS

President Randolph: Now, my friends, before we conclude, I want to present to this Convention Dr. Charles Wesley Burton. Will you come to the patform, Dr. Burton?

(Applause as Dr. Burton came to the platform.)

I want to present to you our good friend and co-worker, Dr. Charles Wesley Burton of Chicago, who was one of the original friends of this organization in Chicago. He was a chairman of the Committee on Public Relations, and did a herculean job in winning public support for the movement. Before the Con-

vention ends, we want to have Dr. Burton talk to the Convention, probably tomorrow morning, or one morning before we adjourn.

At this time I would like to have Dr. Burton give the benediction and then we will adjourn.

Brother Burton: Oh, God, Our Father, we thank Thee for the inspiration of this hour, for the leadership of this Convention, and for the fellowship of the Convention, for the great Brotherhood of Sleeping Car Porters and the other labor organizations in this country that are working so zealously to bring about peace, prosperity and plenty and security. We thank Thee for the messages which have come to us this morning. And, now may the Lord bless you and keep you, and may the Lord make his face to shine upon you and to be gracious unto you. May the Lord give upon you the light of his countenance and give you peace. Amen.

President Randolph: Our sessions will be resumed tomorrow morning at ten o'clock sharp.

(The Convention adjourned at one-twenty o'clock.)

TUESDAY MORNING SESSION

September 14, 1948

(The Convention reconvened at ten-ten o'clock, President Randolph presiding.)

President Randolph: Will the Convention please be in order. We will open this morning's session with a prayer by Brother T. T. Patterson.

Brother T. T. Patterson (Eastern Zone Supervisor): Not more of light we ask, O God, but eyes to see what is; not sweeter songs, but ears to hear the present melodies; not greater strength, but how to use the power that we possess; not more of love, but skill to turn a frown to a caress; not more of joy, but to feel its kindling presence near, to give to others all we have of courage and of cheer. No other gift, dear God, we ask, but only sense to see, how best the precious gifts to use we have received from Thee. Give us all fear to dominate, all holy joys to know. To be the friends we wish to be, to speak the truth we know; to love the pure, to seek the good, to lift with all our might, all souls to dwell in harmony in Freedom's perfect light. Amen.

President Randolph: Is the chairman of the Credentials Committee ready to make his report?

Brother J. A. Martin (Chairman, Credentials Committee): We will now make a partial report of the Credentials Committee. Mr. Johnson, Secretary, will do the reporting.

Brother C. A. Johnson (Secretary, Credentials Committee): In connection with this partial report, in the event there is a delegate present whose name is not called, will he kindly notify us so we can check it later.

These names are not in alphabetical order, so you might have to listen closely for your particular name.

The roll of delegates was called.

Brother Martin: This report will be put in proper order. Due to the fact that the delegates didn't turn in the credentials—we picked up several this morning—we weren't able to get them all, and that is why in various districts the credentials were read so scattered. We will get them in order and if there are any other delegates here with credentials in their pocket, will they please turn them in to us. That is the first thing you should do when you check in—turn in your credentials.

President Randolph: Thank you, Brother Chairman of the Credentials Committee.

You have heard the partial report of the Credentials Committee. Are there any remarks?

As the Credential Committee Chairman has pointed out, this is merely a partial report and it is hoped that the delegates who have not as yet turned in their credentials to the Secretary-Treasurer of the Committee will do so immediately. If there are no remarks, all in favor of the adoption of the partial report of the Credentials Committee,

make it known by saying, "Aye." Contrary, "No." The "ayes" have it and it is so ordered.

Is the Chairman of the Committee on Rules ready to make a report at this time?

Brother Jack Mills (Chairman, Rules Committee): The Rules Committee wishes to submit the following, which has been our custom since the beginning of the organization, the same rules, without any changes, to the Officers and Delegates of the Sixth Biennial Convention and the 23rd Anniversary Celebration of the Brotherhood of Sleeping Car Porters:

In conformity with the instructions of the International President of this Convention, we, your Committee, submit the following report for your correction or change, approval and adoption:

RULE 1. This biennial convention of the Brotherhood of Sleeping Car Porters shall be governed in parliamentary procedure by Roberts' Rules of Order except as provided in the following rules:

RULE 2. SUSPENSIONS.

Any rule of order, special or general, may be suspended at any time, provided that two-thirds of the delegates present vote in favor thereof, and further provided that such suspensions shall only be for action upon a question.

RULE 3. DAILY SESSIONS.

Daily sessions of the convention shall conform as nearly as practicable to the following hours: 10:00 A.M. to 5:00 P.M., provided that this rule may be suspended by a majority at any time.

RULE 4. ROLL CALL.

The roll call shall be called at the opening of every session, unless omitted by general consent.

RULE 5. PREVIOUS QUESTION.

No member shall speak on any question and then move the previous question before surrendering the floor.

RULE 6. RESUMPTION OF QUESTIONS.

At the close of any session the question on the floor shall be resumed at the beginning of the next question.

RULE 7. DEBATE.

No member shall be allowed, except by general consent, to speak more than twice on any question, provided the mover may have the privilege of closing the debate.

RULE 8. TIME OF DISCUSSION.

No member shall speak more than five (5) minutes at any one time, except by general consent.

Mr. Chairman, the Committee as a whole moves the adoption of this report. The following, George Bingham, L. B. Thompson, Richard Bennett, W. C. Mills, and R. Norman signed the report.

We would like Brother Chevalier to sign this but we haven't been able to contact him. He will no doubt be here.

Brother Milton P. Webster (International 1st Vice-President): Seconded.

President Randolph: Thank you, Brother Chairman of the Rules Committee.

You have heard the reading of the report of the Rules Committee. Are there any remarks? If there are no remarks, all in favor of the adoption of the report of the Rules Committee make it known by saying, "Aye." Contrary, "no." The "ayes" have it and it is so ordered.

I want to appoint Brother L. O. Manson and Brother Althouse to go into the lobby and escort to the platform the Rev. Aron S. Gilmartin.

Rev. Gilmartin was escorted to the platform.

President Randolph: Delegates to the Convention, it is our custom to invite various representatives of liberal and progressive movements to bring greetings to our convention from time to time. Today we are fortunate in having as a visitor the Reverend Aron S. Gilmartin, minister of the Unitarian Society of Fort Wayne, and who represents, particularly, the Workers Defense League. The Workers Defense League has led the fight for the abolition of peonage in the southeastern sections of our country. It is one of the most outstanding and constructive organizations in the county. It has also been dedicated, and is dedicated, to the task of building first-class citizenship for all minorities, regardless of race, color creed or country. I have the honor and the pleasure of presenting to you, this morning, my good friend, the Reverend Aron S. Gilmartin, who will bring greetings from the Workers De-

fense League, and tell you what is in his own mind. Reverend Gilmartin. (Applause)

Reverend Gilmartin (Minister, Unitarian Society of Fort Wayne, and Representative Workers Defense League): Brother Chairman, Brothers and Sisters: I am very happy to be here this morning and to have this privilege and opportunity to greet you in behalf of the Workers Defense League. I am particularly happy to be here because for long years I have admired the work of this organization and your great leaders. Long before I knew your President, I looked to him as one of the great inspirations for all American men and women. And I want this morning, before this group—his union—to pay my respects to A. Philip Randolph, as one who has inspired me throughout my entire life. (Applause)

I think you may know, but let me tell you anyway, that Mr. Randolph has worked with us in the Workers Defense League from its very inception twelve years ago. He has been a bulwark of strength to that organization, as he has been to many organizations, and he has been a source of great joy and encouragement when the going has been hard and the results seemingly small.

Mr. Randolph mentioned the fact that the Workers Defense League has fought against peonage, involuntary servitude, slavery, if you will, in our country. This is true.

In the very first year of its organization, we made an investigation in Arkansas which resulted in a federal prosecution, which in turn brought a conviction of a deputy sheriff and town marshal in Arkansas for, believe it or not, practicing slavery. Those were the words of the actual indictment and conviction. This man, a public official in the state of Arkansas, was convicted in the year 1936 for practicing slavery.

From that very time, which was our first year, and this was our first major effort, the Workers Defense League has devoted itself unceasingly to trying to break the chains of slavery, which still exist in our country. In that effort, Mr. Randolph, on one occasion in those early days, took the floor in the American Federation of Labor, convention in Miami in the winter of 1936, and laid bare the conditions of slavery which existed in the turpentine camps of Florida. I can remember the great address he made at that time, and the contribution which he made through his efforts to help clean up some of the situations that existed then in those turpentine camps of the South.

Well, I mentioned these two things merely as an illustration of the kind of thing we are trying to do, to bring an end to enforced servitude and to peonage which exists even today in our own country, which we like to think of as the home of the free, and the land of the brave.

Well, this fight, my friends, goes on. It has not been all successful, nor have the conditions of peonage and slavery been entirely eliminated.

Last winter we held a conference in New York City on the question of slave labor. Broadening now our outlook to the entire world, reporting on conditions of slavery, of enforced labor, as they exist all over the world, not only in our own country but elsewhere as well, and we have launched a major campaign now on an international front to try to bring an end to the slavery of working men and women everywhere in the world.

You will hear more about this, I am sure, in the days to come, but I want this morning to ask for your continued support and cooperation in this work which we are trying to carry on, to end slavery of men and women wherever it may exist.

I cannot help but mention in passing that there are many other things that we do in the Workers Defense League. Our task is the whole defense of all the rights of working men and women wherever they may exist. We have devoted ourselves primarily to America but we have this larger, this broader vision as well. We fight on all fronts, against discrimination and segregation because of race, color, religion, or national origin, or what have you.

Some of you may know that one of our attorneys has been bringing a number of suits regarding some of the practices on

the railroads, particularly in the south; and some of you may know, also, that recently the efforts of this attorney of ours has been instrumental in the recovery of a sum of $2,000 for Thomas Patterson, an official, I believe, of this Brotherhood. (Applause)

We are happy to carry on in your behalf in the interest of you and all the working men in America to end the disgrace, the horrible shame of discrimination and segregation. We know that the tide is turning. We have seen it in the recent decisions of the Supreme Court. But the tide will not stay in and run constantly in our direction if we are not eternally vigilant, constantly on the alert, and ever ready to engage in new battle.

We in the Workers Defense League pledge to you in the labor movement our continued support, our continued cooperation, our continued, earnest efforts to win for all men and women everywhere a full measure of justice and decency, so that we may live as we were intended to live, as free men and women here and wherever we may choose in the world. (Applause)

President Randolph: On behalf of the Convention, I want to express our great appreciation for this fine message from the Reverend Gilmartin. The Reverend Gilmartin is one of the progressive voices of religion in America. He is not only interested in carrying forward the gospel of Christianity but he is also interested in translating that gospel into practical everyday work.

I have known the Reverend Gilmartin for a long time and I am very glad that he had the time to come here to tell us some of the things that were in his heart.

I may say that I believe the church and labor have a tremendous job ahead and that job ought to be done together because basically the democracy that we have in the western world is a democracy which rests upon the principles and the faith and the ideals that are expressed and represented in the Judeo-Christian ethic.

Therefore, the labor movement cannot be separated from the church, and the church ought not be separated from the labor movement. (Applause)

So we are very glad, my good friend Rev. Gilmartin, for you to come here and give us this splendid message, and may I say too that the Brotherhood of Sleeping Car Porters will continue to give support to the Workers Defense League in order to help it carry on its very fine program.

Now I want to appoint Brother Lawrence of Montreal and Brother Mills of New York to escort to the platform our attorney, Mr. Rauh, who is in the lobby.

(Brother Rauh was escorted to the platform.)

President Randolph: Fellow delegates, I am glad to present to you this morning one of the attorneys of the Rauh-Levy firm of Washington, D. C. This firm is handling a number of cases for the Brotherhood of Sleeping Car Porters. One is the firemen's case where an attempt is being made to strike down the southeastern carriers conference agreement. We have also cases involving attendants on the New Haven-Hartford Railroad, as well as problems before the National Mediation Board. All of these matters have been handled by the firm headed by the speaker this morning, Mr. Rauh.

Mr. Rauh is not only interested, however, in fighting the battles of labor before the courts of the land; he is the chairman of the Executive Committee of the Americans for Democratic Action, which is one of the progressive and constructive social and political forces in this country.

I therefore consider this quite a pleasure and an honor to present to you Mr. Rauh, who will talk with you in terms of the cases that his firm is handling for the organization at this time.

Mr. Rauh. (Applause)

Brother Joseph Rauh, Jr. (Attorney, Rauh and Levy, Washington, D. C.): Mr. Chairman, delegates: I deem it a great honor and a privilege to address this Sixth Biennial Convention, just as it has been an honor and a privilege to serve you in the past year and to work with Mr. Randolph, your other officers, your staff and Henry Epstein, your General Counsel, who would be here if other circumstances did not prevent that.

As your Washington counsel, I suppose you would expect that I would be here

speaking on the latest "hot dope" and gossip from Washington. But, fortunately, I have no such intentions this morning.

That does, however, remind me of a story which I should like to tell, which is of the professor of archeology who was about to take a trip to Egypt for the purpose of uncovering ruins and bones and other things for the edification of the world. He needed an assistant so he put an ad in the paper, saying there were three qualifications for this assistant. He must be between 26 and 36, must be a college graduate, and must be experienced in archeology. The next day a little fellow walked in and the professor said, "Did you come in answer to my ad?"

He said, "Yes."

"Are you between 26 and 36?"

He said, "No, I am 49."

The professor looked at him as much as if to say, "What are you doing here?" He decided to give him another chance. He said, 'Are you a college graduate?"

He said, "No, I never got past the third grade."

He asked, "Are you experienced in archeology?"

He said, "No, I don't know a slab of limestone from a hunk of mud."

He said, "Before I throw you out of here by the scuff of your neck, will you tell me why you came in here?"

"I just came in here to tell you, on me you shouldn't count." (Laughter)

Well, such point as I could give that story, is that there will be no Washington gossip this morning. There are two things I really want to talk about. One is my work for you, and the other is my work in the field of civil rights.

I really feel that there is nothing—I think Mr. Randolph told you of the ADA—there is nothing closer to my heart than the civil rights fight in America today. We Americans are engaged in a great world struggle in which the weapons are not guns but the ideas and moral values of our democratic life pitched against the false promises of totalitarianism. We cannot burn the ideas underlying communism or any other form of totalitarianism at the stake. We must defeat those ideas in the minds of the men and women of the world. Civil rights is no longer a side issue. It is no longer a domestic issue. It is a supreme test of our sincerity of purpose in this world struggle to rally the peoples of the world against the system based on horsewhippings in Bulgaria. We must demonstrate our own sincerity by abolishing our own poll tax. (Applause)

To appeal to the conscience of the majority of the world ,that is primarily colored, to rally the peoples of the world behind the principles of freedom and equality, we must vindicate those principles throughout America.

But now I am getting ahead of myself, and I do want at the outset to report to you on three cases of importance to your own union, which our law office in Washington has handled in conjunction with Henry Epstein, your General Counsel.

The first is mentioned by Mr. Randolph and is the case of the colored locomotive firemen. They need your help and they are getting it, and I am proud to be in that fight. Way back in 1944 the Supreme Court held that everything the Brotherhood of Locomotive Firemen and Enginemen, and everything the railroad were doing was illegal. They didn't say it was bad, but it was illegal.

That didn't stop the Brotherhood of Locomotive Firemen and Enginemen and those southern railroads, for the simple reason there is no provision of the Railway Labor Act, which makes it a crime to do these things. The court held that discrimination was illegal, but it didn't hold that it was a crime, because there is no provision of the Railway Labor Act making it a crime, so they just went on doing what they were doing before the decision.

Well, we all got the idea that if we could bring one suit in one place, and get the Brotherhood and all the big southern railroads in the same place, in the same court room, in the same suit, and get an injunction against them, then if they kept on discriminating, that would be contempt and somebody could be punished for it.

So, last fall, we filed a suit against all the southern railroads and against the Brotherhood in Washington, D. C. We went after a preliminary injunction, in

an effort to stop it immediately so that during the suit, which might take years, there would be an end of discrimination.

Let me tell you something; the government of the United States came in on our side. An Attorney General from the heart of Texas was more liberal than the Brotherhood of Firemen and Enginemen. (Applause) And he went to bat, side by side with us, and we got the preliminary injunction last December. (Applause)

Now, you would have thought that would be the end of it. The railroads sent out a telegram that they were going to comply. They were even getting ready to put some of your men on the Diesel locomotives, which we had fought for so hard. But the Brotherhood of Firemen and Enginemen had to have one more crack. So they went to the Court of Appeals in Washington and brought out a wholly new theory. Now we couldn't have our injunction because of the Norris-LaGuardia Act. They intended to use that to prevent it. That case has not come down at the Court of Appeals. Every Monday I call up, hoping that we are going to get the answer. We haven't got it yet.

These things take time, but I can assure you that whether we get the right answer from the Court of Appeals, or whether we have to go to the Supreme Court again, the preliminary injunction we got last December, which would have ended this discrimination, we intend to make it stick. (Applause)

The second case in which we have participated, largely handled by Mr. Epstein, however, was the effort of the Brotherhood of Sleeping Car Porters to win the right to participate in the selection of labor members of the National Railroad Adjustment Board. There has never been any conceivable reason for denying the Brotherhood this basic right. We have met all the legal requirements and we have the second largest number of cases processed through our division of the Board. But for years this right has been denied, discriminatorily denied, the Brotherhood by the extreme use of the silent treatment. But last week the Secretary of Labor Tobin found that our claim to participate in selection of members for the National Railroad Adjustment Board has merit. (Applause)

The Brotherhood is not yet in on the selection list of the National Railroad Adjustment Board, but the ice has at last been broken, and it won't be long now before this basic right will be ours. (Applause)

The third case involves the representation of the Parlor Car Attendants and Bus Boys on the New Haven Railroad. You will remember back in February, the New Haven exercised its option with the Pullman Company and took over its parlor cars, buffet cars, lounge cars and the like.

Now it would have seemed to the ordinary reasonable man like you and me, that the representation wasn't any different, the day after the option than the day before; that if you were representing the parlor car attendants the day before the option was exercised you would still be representing them the day after, because the cars were the same, and the duties were the same duties. But somehow the dining car employees got the idea that this might be a nice place to move in, and they convinced the Board, ex parte, we weren't in on it, that because of this Chicago and North Western decision two years ago, these parlor car and bus boy attendants should be part of their craft, and the Board so ruled back in May.

Well, we didn't take things like that lying down. For two months we fought for the privilege of a hearing. "No, you can't have a hearing," said the Board. "There is no problem. We are not going to give you one." I think they finally got so tired of seeing me at the National Mediation Board they thought it would be easier to give me a hearing than to hear me argue for one any more. (Applause)

So we got a hearing in New Haven on August 3. Mr. Epstein was there, I was there, McLaurin, Patterson and Williams from up in Boston came down, and we showed them that any test they had ever used on representation — we didn't care which test — we would win. If it is the history of collective bargaining, if it is the duties, if it is the community of interest, if it is the choice of the

workers, industrial peace — on every test we are the proper representatives.

And we told them quite frankly that if they were going to try to break down our union by shifting people, who had historically been represented by us, into a craft of dining car employees, there would be only one answer—wherever they tried to do that we would have to organize the dining car employees.

Now, the dining car employees had a representative at this hearing, but apparently they were not prepared enough to fight us even for that representative to take the stand. He sat on the side and asked a lot of questions but when I suggested he get on the stand and present his case, he said, "No, I am not prepared." After three years of this fight, they still are not prepared to put on their case. (Applause) So I think I can speak with pardonable pride and a real optimism when I say that on that case, too, just like the other two, it may take sometime, but we are going to win. (Applause)

That completes my report on the major legal matters that our firm has handled, and I should like to return to the subject of civil rights.

Gentlemen, there have been two great events this past year in the field of civil rights. Two events from which we may all take real heart in this struggle.

The first, of course, is that magnificent report of the President's Committee on Civil Rights. A report that recommends a permanent commission on civil rights, federal anti-lynching, the end of the poll tax, end of segregation, end of restrictive covenants, and the other great matters. And let me digress to tell you one thing about restrictive covenants. As you know, the court held that it would not enforce a restrictive covenant and, be he Negro, Jew, Japanese or any other minority, that they would not let the courts enforce and take away his property.

I get letters all the time through the ADA channels of the new start that is the way of getting around that decision, and this is the start. A group of people get together and they agree they will not sell to anybody in a minority group and they say, if you sell to any member of this group you will be liable for damages of $10,000 or $20,000. We will see that nobody can sell. It is true the other man can buy, but nobody can sell because he will be subject to damages. Take my word for it, that Supreme Court decision makes it just as right to sue that party for damages as it is to try—don't get the idea that they can't sell you anything because there is a damage clause against them. There is no damage clause against them that can be enforced in any court of the United States, state or federal. The Supreme Court decision will stick on the whole thing, and there is no reason why, if a person wants to sell property to you or me, he cannot do so, whatever agreements he may have made with anybody. Those agreements are not good. (Applause)

And now, getting back to the civil rights report, for which we are all so grateful. Just think of fifteen outstanding Americans, one of them the head of one of America's largest corporations, labor leaders, social leaders, religious leaders, agreeing on a program like that at this time. Civil Rights in this country have a long and hard row to hoe, but this was one very real step forward. And the second real step forward this year, it seems to me, was the civil rights victory at the Democratic National Convention. (Applause)

Mr. Randolph stated that I was chairman of the Executive Committee of the ADA and it was my privilege to have been in on that fight, and it is my privilege this morning to report to you about it.

For a week the platform committee at the Democratic National Convention had been hearing witnesses back and forth, and arguing back and forth on what shall we say, not "shall we hit it head on?", but "what shall we say," how shall we avoid this problem. Then late Monday afternoon, mind you, the convention was going to adjourn on Wednesday, and late Monday afternoon the first draft was presented to the drafting committee, not to the full platform committee, but to the drafting committee on Monday afternoon, when the convention was to adjourn on Wednesday.

And, boy, that was a pit. It was the most complete weasel that had ever been put forward anywhere at any time.

Well, luckily for those who believed in civil rights, as we do here, there were on that drafting committee two salwart fighters, I am proud to say two ADA leaders. One was the Mayor of Minneapolis, Hubert Humphreys, and I hope the next senator from Minnesota. (Applause) And the other was an absolutely magnificent liberal leader from California, Mrs. Esther Murray. (Applause) They fought all that Monday night for an uncompromising plan. All that they got was a little improvement. It still was a pip of a weasel. It was Tuesday morning when that broke up, and remember they were still planning to adjourn this convention on Wednesday. At five o'clock Tuesday afternoon the full platform committee first met, and was shown this compromise civil rights plan.

Luckily at that time Hubert, Mrs. Murray were joined by other real fighters, ADA fighters, I am proud to say. Andy Biemuller joined them. He was on the full platform committee. So was Hugh Mitchell, former Senator from Washington.

That fight went on right through the evening. But the majority—but shall we say, the harmony boys, harmony between all factions of the south—kept on keeping it to a weasel, and the final report, the report of the platform committee, agreed to at midnight, was still a weasel on civil rights. We held a caucus at twelve o'clock Tuesday night at the ADA headquarters. Every northern delegation was represented. Every labor union there was represented. And we decided what to do.

There were those who said, "A minority report on the floor of the convention such as this never wins." The last time one won was twenty years ago when a repeal of the prohibition amendment was put in. We haven't got that good an issue.

But there were those of us who said, "We have a better issue. Let's take it up."

There were two problems confronting us, and they were these: In the first place, if you had put it to a vote without a roll call, they would have simply said, we lose. We couldn't afford to lose because a lot of our liberal men were running for Congress on the Democratic ticket. We couldn't afford to lose this fight, and go back to Minnesota and run for Senator on that ticket. He had to win.

A man stood up and said, "My name is Jack Shelley. I am an A. F. of L. labor leader from San Francisco. I am also chairman of the California delegation. Tonight they cut off my microphone when I was insisting on a roll call on the Mississippi exclusion. But when the meeting was over that night, I went up and I told Sam Rayburn and Leslie Biffle that if they shut off my microphone tomorrow night when the civil rights fight was up I was going to climb that platform with the entire California delegation and the convention would stop until we got a roll call. (Applause) And if you had seen Jack Shelley, you would have seen that he meant it, as did Sam Rayburn and Leslie Biffle.

The second problem was the one we had to win. We counted delegates all night and at five o'clock we decided—five o'clock in the morning—we decided we could win, and one hundred people in that room said, we are going to win. We are not going to take a chance. We have from now, five a.m., until noon. We will win. And we made a solemn pact that the Democratic party would be an all-out civil rights party.

And this is what we did. Leon Henderson picked up Paul Douglas, got him out of bed,, and they fought for Illinois. Kroll got a caucus for the Ohio delegation, and we won some of the people from as far south as Cincinnati. Dillsworth, the great candidate for mayor in Philadelphia, went to the Pennsylvania delegation and they said to him, if you vote against the majority you will never run for office again in Pennsylvania. And, remember, seven hours later every single Pennsylvania fellow voted with us. (Applause)

Archie Alexander, an ADA candidate for Senator in New Jersey, won the fight in New Jersey. Jack Bigham helped with

it in New Jersey. And even segregated Washington, D. C. ultimately voted our way.

The tide was turning fast, and when Hubert got up on the platform and made his great speech, when he said, "The time has come for the Democratic party to get out from the shadow of states rights and into the sunshine of human rights" (applause), the tide had already turned.

You know the rest. You know when Jack Shelley waved his banner, and they gave us the roll call. You know what happened, and it was the proudest moment of my life when it was announced that the Democratic party was an all-out civil rights party. (Applause)

Now, ladies and gentlemen, let me get one thing clear. That was not a victory by a minority group. That was a victory by the majority who believed in decency. It was not the politicians or leaders of any one group that won that fight. It was the majority of the party speaking what they really believed. And that was a great thing. It was not a pressure victory by a minority. It was the honest, sincere beliefs of the majority of the people there, and that is what gives me hope for the future.

In one stroke we knocked the dead hand of Bourbon reaction off the Democratic party's back. The party of Franklin D. Roosevelt has lost its Dixiecrat fetters. Since the Civil War there has been only one party down south, and now I say, let's have two parties down there. One the party of Franklin D. Roosevelt and Harry Truman. The other the Dixiecrats. And, as sure as I am standing here, as sure as Jackie Robinson once went to the batter's box, and Satchel Page at long last went to the pitcher's box, all men of good will, white and black, go to the ballot box and once and for all end Dixiecratism from one end of the country to the other. (Applause)

Just one warning note and then I am through. Other groups will speak to you of civil rights, civil rights for themselves but not for others.

I am sick and tired of the double standard that we hear so much. I am tired of the communists and their fellow travellers who denounce a lynching in South Carolina, but apologize for a lynching of Jan Masaryk in Czechoslovakia. I am tired of the fellow travellers who loudly denounce the poll tax in Mississippi but find the Polish election a democratic expression of the will of a free people. Let's apply the same standards everywhere and let's speak out bluntly for freedom and equality throughout the world. There is no three-mile limit on civil rights. Our motto must be the single standard of civil rights at home and abroad.

And so let me close with the final words from the civil rights report of the President's Committee:

"The future of our nation rests upon the character, the vision, the high principle of our people. Democracy, brotherhood, human rights—these are practical expressions of the eternal worth of every child of God. With His guidance and help we can move forward toward a nobler social order in which there will be equal opportunity for all."

Thank you.

(Prolonged applause.)

President Randolph: On behalf of the members and officers of this convention, I want to express our great appreciation to Mr. Joseph Rauh, the head of the Rauh and Levy firm of Washington, D. C., for this informative and inspirational talk.

I am sure you were able to understand why Mr. Rauh is so effective in presenting his legal battles in the interests of our organization. That reason is clear. In other words, he has basic convictions on this question of human rights, on the question of civil rights.

I don't believe that mere possession of legal knowledge is sufficient to press a battle today in the courts of this land, in the interest of minorities. I believe that one needs, in addition to legal knowledge, deep, social, economic and political convictions with respect to the rights of people, with respect to the great, broad universal questions of equality, justice and freedom.

We see in Mr. Rauh a person of deep ideals and high standards, not for any particular group, but for all people. We are glad that you were able to come to represent Mr. Epstein, our General Coun-

sel, Mr. Rauh, and we want you to extend our greetings to Mr. Epstein, who has opinions and ideals comparable to the ones you hold.

I am sure that our convention has been greatly edified and thrilled by your discussion not only of the cases that are close to us, but by your narrative of the struggle for civil rights in the recent Democratic convention. (Applause)

I have found myself listening to your story with great interest, as though it were a sort of drama. And it was a drama, but it was a drama which was shot through with great implications. I am very happy that we had people there in the persons of Mr. Rauh and our good friend Humphreys of Minnesota, and others, who were uncompromising in their position on this great question of human rights.

So, on behalf of the convention, we are glad you were able to come, Mr. Rauh, and keep up the good fight. (Applause)

Now at this time we will listen to the report of the International Secretary-Treasurer, Brother Ashley L. Totten.

Brother Ashley L. Totten (International Secretary-Treasurer): Brother Randolph, International Officers, and Delegates and friends:

It is once more an honor for me to present to the officers, delegates, and visitors to the Sixth Biennial Convention, the full text of our financial standing, and the activities of the various Divisions for your perusal and study.

This financial report does not reflect retrogression; neither does it place the Brotherhood in a stagnant position. It does however show cause for caution from the point of view of more and better production, care and wisdom of expenditures and a closer check on the records of each division to determine whether or not there is gain or loss to the organization.

It is imperative that our division secretary-treasurers be once more admonished along the following lines:

1. They should not fail to report illness, leave of absence, pensions, dismissals and deceased members on report sheets promptly when it takes place in any district and not give cause for the International Office to be told about it by other sources.

2. The date of illness of a member, when the said member resumes work or when furloughed or on leave of absence, should be carefully written in on all reports.

3. Report new addresses or changes of addresses on all report sheets.

4. Do not skip months for entry of dues unless some valid reason is stated on the report sheets.

5. In the case of Ex-G. I. members it is vitally important that the report sheet show the army serial number if possible and all facts bearing proof that the member is a veteran.

6. The reports of non-clerical workers should be made on a separate sheet in order that the posting of names be not confused due to similarity with members of the porter group.

7. When a member is assigned to a foreign district and pays dues in your division it is imperative that his home district and correct address appear on the report sheet to avoid any delay in posting when the report reaches the International Office.

8. In order to avoid further confusion in the similarity of names our secretary-treasurers are requested to use care in writing the names in the most legible form possible with correct initials and addresses.

9. It is the duty of every division secretary-treasurer to refrain from issuing stamps, of punching working cards without properly entering on his report sheet the correct months for payment of dues of the member before it is sent to the International Office. This will avoid numerous foreign men visiting the International Office and exhibiting due books showing the payment of dues either far in advance or contrary to the records we have in the International Office. In this connection it is vitally important that each division Secretary-Treasurer bear in mind that financial reports must be in the International Office twice a month and not once a month or once every two or more months as has happened in some instances.

The report which follows gives the complete financial record of the past two years ending July 31st, 1948, in balance sheet form.

Your undivided attention to the reading of this report will be highly appreciated.

E. G. FORD
CERTIFIED PUBLIC ACCOUNTANT AND AUDITOR
140 WEST 42ND STREET, NEW YORK 18, N. Y.

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INTERNATIONAL BROTHERHOOD OF SLEEPING CAR PORTERS
(A. F. of L.)

STATEMENT OF RECEIPTS AND DISBURSEMENTS FOR PERIOD AUGUST 1, 1946 TO JULY 31, 1948

Cash Balance, August 1, 1946		$367,028.70
RECEIPTS		
Income from Division (Schedule I)	$571,005.74	
Other Receipts	13,293.20	
Treasury Bonds Interest and Savings Banks	8,062.10	
Refunds Divisions and Ladies Auxiliary	24,571.06	
Misc. Receipts, Bond Fees, Legal Fees, etc.	5,737.69	
Exchanges — Checks	66,519.22	
N. G. Checks	2,530.05	
Employees' Withholding and Annuity Taxes	34,165.07	
R. R. Tax and W. T. Tax, N. Y. Div.	5,305.66	
Transfer Accts., Man. Trust Co., R.R. & N. J. Title Guarantee	54,413.12	785,602.91
TOTAL		$1,152,631.61
DISBURSEMENTS		
Salaries	$250,141.55	
Office Expenses	30,921.97	
Affiliations	7,105.00	
Int'l Exp. for Divisions	37,445.63	
Organization Expenses	182,738.68	
Loans	3,554.81	
Taxes	58,146.56	
Black Worker Expenses	15,009.74	
Exchanges	66,519.22	
Transfers	54,413.12	
Refunds	2,471.46	
N. G. Checks	3,127.89	711,595.63
CASH BALANCE		$441,035.98
TOTAL		$1,152,631.61

Mr. Chairman and members, that is my report. (Applause). I submit to you the bank books and the trunk. I want to say that the convention tax reported here only reflects up to July 1, 1948. We have collected about $3,000 in convention tax since that time.

The last report from Montreal showed $146 in convention tax but was too late to be entered here.

President Randolph: You have heard the report of the International Secretary-Treasurer. Are there any remarks?

Brother E. J. Bradley (Delegate, El Paso, Texas):

I want to make one remark, not in the form of criticism, but I feel that when the report is read for train porters, coach attendants, it would be far better for the delegates here that they are read as roads instead of cities. I will cite my reason for that statement. I heard the report read for Fort Worth train porters, showing six paid up. You have two groups in Fort Worth. One is the train porter group and the other is the Forth Worth and Train Porter group, which has only six in number, and I judge the report read showed the six in number. I doubt if Brother Bennett understood that as being his group with only six paid up members. If those reports had been read off by roads instead of cities then Brother Bennett and Brother Lucas would have understood which organization had the six paid up members and which did not.

Brother C. J. Smith (Delegate, Richmond): I heard no report of the Atlantic Coast Line from Richmond.

Brother S. W. Bennett (Memphis, Tennessee Delegate): I would like to suggest that Brother Totten mail out a list of those stipulations to each Secretary-Treasurer, that he read at the first of his report so they can follow it in the next two years.

President Randolph: Any other remarks?

Brother Anthony Smith (Delegate, Portland, Oregon): I never heard any report from the U. P. Porters of the Portland District.

Brother Totten: The observations of the train porters are sound and very true. The train porters union is in its formative state and from the point of view of bookkeeping there cannot be any accuracy in the form of putting it in the books. That is a matter that I think any bookkeeper will agree with me on; that you cannot make entries correctly or accurately to present it to a convention until the group that you are talking about have been properly organized and been properly selected and named as divisions.

We haven't done that as yet in the train porters. The question remains, however, whether or not the total number of membership sent in was correct. Now, that is a matter requiring going back to New York and bringing all those books to prove, to contend with in person. In so far as the groups of the men are concerned, the train porters are still in its formative state and hence we can only enter them in accordance with how we get them.

Brother Randolph: Any other comments?

Brother T. D. McNeal (Delegate, St. Louis, Missouri): In regard to the remarks made by Brother Totten, I would like to point out that he evidently referred to some individual railroad in this matter of the train porters not being properly organized and identified.

In the Southwestern Zone we have several such groups, all properly organized. The reports come in for a given railroad together. There is no reason at all why the reports of such roads as the Texas and Pacific, the M.K.T., or the Missouri-Pacific should not be done in that way, and why the Secretary Treasurer should have any trouble properly keeping these accounts. I would like for him to clear that up for the convention.

Brother L. B. Thompson (Delegate, Los Angeles, California): I heard the report of the Santa Fe Chair Car Porters from Los Angeles, but we sent in a report of the Pullman Porters, the U.P. and the Southern Pacific and the Santa Fe. I didn't hear the U.P. or the Southern Pacific. I was wondering if that group was put in with the Pullman Porters. We sent in four different reports.

President Randolph: I think, Brother Thompson, that each one is represented in the report as a separate group. Broth-

er Totten can tell you whether the report reflects anything from the U.P. in Los Angeles, and the S. P.

Did you want to make any comment on Brother Thompson's point, namely that he didn't hear any report for the U.P. group in Los Angeles?

Brother Totten: Is it the train porters you are talking about?

Brother Thompson: Chair car porters.

Brother Totten: We have them here as train porters from Los Angeles and then I have the Santa Fe train porters. Are they the same?

Brother Thompson: No. You see, I sent in the report first, Pullman porters, Southern Pacific chair car porters and Santa Fe chair car porters. I didn't hear the Southern Pacific or the U.P.

Brother Totten: We have here the Los Angeles train porters, but we haven't anything marked U.P. When did your report come in?

Brother Thompson: The report was there for the deadline. I think it was July 31, isn't that right? I was thinking when you made your report—weren't you giving the report of the entire two years for the chair car porters?

Brother Totten: Yes.

Brother Thompson: I only heard the Santa Fe, but I didn't hear a report for the other two groups.

Brother Totten: We have a Chicago group represented here, but we haven't got the U.P. of Los Angeles represented here. We have the train porters from Los Angeles. Does that include them?

That is a report of all we have listed in our office. I do not know that the others were reported in. Are there any other train porters besides the U.P. operating out of Los Angeles?

Brother Thompson: The Santa Fe and Southern Pacific.

Brother Totten: We have the Santa Fe train porters here from Los Angeles, nine financial members and eleven total. And we have on the train porters from Los Angeles thirty-two financial, seven six months in arrears, total of forty-five. Perhaps your men are included in that. Are they?

Brother Thompson: You say that is under the head of "train porters"?

Brother Totten: Yes.

Brother Thompson: Then I wouldn't know where the U.P. is. We have two other groups that aren't there.

President Randolph: They are evidently lumped in together.

Brother Totten: I say I don't know whether they are.

Brother Thompson: I sent the report in under each group. The report sheet at the top says, U.P. chair car porters. Another says, Santa Fe, and another says Southern Pacific.

President Randolph: Brother Thompson, I suggest that you get together with Brother Totten after the meeting and get the thing straightened out.

Brother S. O. Hunter (Delegate, Amarillo, Texas): In regard to the train porters, and chair car attendants in the report there, from Amarillo, we don't send the correction on them. Brother Totten said we don't send the correction on them properly, but we have never had any instructions as to how. We have just set ourselves up. No one has ever been there to give us any ideas as to how you want the reports sent in, and ours is a group of chair car attendants and train porters together.

President Randolph: This is from Amarillo, Texas?

Brother Hunter: Yes.

President Randolph: I think some one has visited Amarillo.

Brother Webster: I don't think Brother Hunter is familiar with the Amarillo set-up, for I spent three very unpleasant days in Amarillo, very unfortunately. And I talked with the Secretary-Treasurer, and I talked with the chairman, Sherwood Moore. Brother Knighten, I believe, is the Secretary-Treasurer, and I am in constant correspondence with them, and I get copies of their reports regularly, and they have had all the instructions on how to handle their reports that everybody else has had, and so far as I can recall they aren't being handled that way.

I think I have received a report here in Detroit where the report shows so many chair car attendants and so many train porters.

If you will familiarize yourself with that situation, you will find you have those instructions.

Brother Hunter: They asked me to ask this. That is the reason I am doing this.

Brother Webster: Who asked you to do this?

Brother Hunter: Brother Moore.

Brother Webster: It is difficult for me to understand why Brother Moore would not know, because I corresponded with him. Evidently some of you people got that thing twisted up wrong, because I have been to Amarillo, and keep in constant touch with them, and write to them very directly, and they are certainly not suffering from any lack of instructions. Any information to that extent is certainly wrong.

Brother Hunter: That is one of the specific questions they asked me to ask.

Brother Webster: I think that question is wrong because I keep in constant touch with them all the time, and as a matter of fact I think the only difficulty we have had is getting the local division there to comply with the instructions, and not that you have not got the instructions.

I made a special trip there for that particular purpose, and incidentally found that your Secretary-Treasurer had not made his report as they should have been made, many of them came in at one time. So I think whoever gave you those instructions to say that you didn't know what to do, are definitely wrong. I don't think they could have made any mistake because I am sure they have had direct instructions through the mail. They get them directly and I went to Amarillo for the purpose of talking about the situation.

Brother Bill Barry and one or two other Santa Fe men went there from Albuquerque for that particular purpose, and as I understand it, the Amarillo Division is in fairly good shape and if somebody has the impression that they don't get proper instructions, it is because they don't read the correspondence. I am rather astounded that a statement of that fact should be made, in view of the fact that I have been to Amarillo and we have discussed the matter, and we do keep in constant touch with them.

Our difficulty is getting the Secretary-Treasurer to send those reports in on time, just as Brother Totten pointed out. He sometimes waits two months before he gets them in. I have had to chastize him one or two times for that particular thing.

Amarillo does have the instructions, just as all other train porter groups have that are operating under my jurisdiction in the Chicago, Mid-Western Zone.

I think it is incorrect to report here that you are suffering because of a lack of instructions as to what to do. You have the instructions and get them frequently. You get the same instructions they get in Kansas City, and recently I made a trip for the particular purpose of making contact with the Santa Fe men in those districts. I stopped off there at Winslow, Albuquerque, and Amarillo, for the particular purpose of trying to impress upon those brothers just how the situation should be done, and, as I understood the situation, it has never been brought to my attention, and it does seem rather unusual that since I am in constant correspondence with Brother Moore and Brother Knightnen, that no question has been asked of me as to what they should do. There has been no intimation whatsoever that they did not have the proper instructions. As a matter of fact, I have even called them on the telephone down there, so I am sure that somebody has given you the wrong impression if they say that the Santa Fe group in Amarillo hasn't the proper instructions of what to do, because I am satisfied they have got them, and do get them frequently. And if they haven't got them, they have never asked for any additional instructions. There isn't any more so far as I can see.

Brother Hunter: All I know is what they asked me, in so far as reports to the convention. They asked me to ask you to straighten them up on their convention reports. They weren't clear as to how you want the convention reports sent in, separate from chair car attendants and train porters.

President Randolph: I would suggest, too, that you talk with Brother Totten after the session so that you may get from Brother Totten such information that you may wish.

Brother F. D. Gregory (Kansas City): We have our report here. I think it is a little different. Probably we may have had different instructions, but we carry our chair car attendants in a separate list, and carry our divisions in a separate list, and also carry the paid up men in a separate list.

I can give you the number of chair car attendants paid up, the number of porters paid up, and their respective divisions.

I think that is in line with the instructions that we have secured from our office in Chicago, and those are the things that we are trying to do.

I would like to have, if it is permissible, a copy of the report of the Secretary, so that we might be able to conform to the rules and instructions hereafter.

President Randolph: Of course, the report will be carried in the proceedings, but you may confer with Brother Totten, Brother Gregory, after the session and talk with him about any question that you want cleared up.

Brother B. F. McLaurin (New York): Mr. Chairman, I would like to make one recommendation: I see nothing wrong in the method of reporting train porters from the various divisions, but it does seem to me that in light of the fact that we give representation to these groups on the basis of roads that there ought to be some specific mention of the roads.

For instance, the Atlantic Coast Line porters here have been reported from several divisions, but unless the delegates recognize that they came from these divisions, they wouldn't recognize that there had been any report from the Atlantic Coast Line train porters. Just to say that we have a report from Savanna is not enough. We have Seaboard train porters in Savannah. We have Coast Line porters in Savannah. We have a report here from train porters in Atlanta. We have Train porters in Macon, in Columbus, but these individuals operate on the Central of Georgia, and there should have been some reference made to the Central of Georgia train porters, from these respective districts. I think that if we can arrange to denote the road that these reports are from, it will be easier for the representatives to follow. Just to say from Tampa, or from Georgia, or from Jacksonville, is not enough. We have two or three groups in Jacksonville, and these reports come from different Secretary-treasurers and it seems to me that we have to have that kind of a report made to the convention, otherwise it is going to be extremely difficult for the delegates to follow, and for the individuals to know that they are getting favorable representation.

Brother W. S. Smith (New Orleans): I didn't hear the report of the I. C. train porters. I didn't catch it, rather.

President Randolph: Did you make a report on the I. C. train porters, Brother Totten?

Brother Webster: They are probably under Memphis, Brother Totten.

President Randolph: While Brother Totten is looking up this matter for you, Brother Smith — Brother Smiley, did you have a comment?

Brother Smiley Stringer (Richmond): I want to know, why it is that train porters aren't properly organized, especially on the Atlantic Coast Line. That is what I want to know.

President Randolph: I think Brother McLaurin might comment on that.

Brother B. F. McLaurin (New York): Well, the train porters on the Atlantic Coast Line are properly organized. I tried to make reference to the fact that we didn't get proper representation for the contributions made by the train porters on the Coast Line because there had been no report made from the Coast Line porters as such.

Now we have the Coast Line porters organized in Richmond, in Florence, in Savannah, in Jacksonville, in Tampa, and they have representations to the convention.

I think that all that is necessary is that in the future when reports are made, that we indicate what so many men from the Coast Line, in these respective divisions, have paid. I think that will give Brother Smiley Stringer what he really is seeking.

I would suggest, Mr. Chairman, in order that we save time, that this matter be worked out in the train porters committee, because it seems to me that that is one of the problems that comes to us

every year, and this might be the solution of the problem.

We are going to have a committee on train porters and their problems. I think it would be easier to deal with it at that time.

President Randolph: That is a matter of detail that we won't be able to go into any more in the convention at this time, Brothers, but in the train porters committee, which will be set up, you may raise these questions and work them out in detail. I think it is simply a matter of having the report made on a basis of the division, instead of from the particular cities in which you have train porters on a given road. That is the question involved.

Brother Totten wants to make a supplementary report on the Storeroom non-clerical employees.

Brother Totten: Mr. Chairman, delegates to the convention: Before I speak on the non-clerical employees report, I want to make this observation.

I think it was about sixty days before this convention, the date that this convention was called, that I wrote to every Secretary-Treasurer in every division and sent a record of the standing of the men of all the divisions, asking them to correct it and let us know whether or not it compared with our records in the office. And I dare say that a large number of those who were raising the question today have not sent it in because up until I left New York a number of divisions did not send back any reports to us.

So it is very clear to you that it is really no fault of the International Office. Understand this, we can only give a report on what we receive in the office. We can't make any other report other than what you send to the office. We don't know what is happening in the divisions. I live in New York, and don't know who is a U.P. man or any other man. All I know is what I get in the office, and I make a record of that, and I do maintain that the burden of responsibility of listing up these various roads and applying the proper names to the various means doesn't rest in the office of the International Secretary-Treasurer. That is something that we have to get, and until we get it, we can't do it properly.

Now the Storeroom Employees — first I want to say that someone asked about the I. C. R. R. I imagine they are listed in the reports from Memphis—51 financial members and a total of 67. The same is true of El Paso. Was that El Paso train porters or Pullman porters?

Brother Webster: Chaircar porters.

Brother Totten: Just a minute please. El Paso: 20 financial and 22 total, members of the train porters.

Now the Storeroom and non-clerical group is a new group. Somehow or other I missed it in my report. I want to report to you that we have in the Divisions the following storeroom and non-clerical employees.

STORE-ROOM NON-CLERICAL

Divisions	Financial	Unfinancial	6 Mos. Arrears	Totals
Atlanta	4	4	4	8
Baltimore	.....	3	3	3
Boston	.....	5	3	5
Buffalo	2	1	1	3
Chicago	13	51	45	64
Cincinnati	2	11	9	13
Cleveland	2	1	1	3
Detroit	.....	1	.....	1
Ft. Worth	1	.....	.....	1
Jacksonville	.....	7	3	7
Kansas City	7	8	4	15
Los Angeles	1	21	20	21
Memphis	2	.....	.....	2
New Orleans	8	5	3	13
New York	49	18	11	67
Oakland, Calif.	1	.....	.....	1
Omaha	1	.....	.....	1
Philadelphia	.....	10	5	10
Portland	1	.....	.....	1
San Antonio	2	1	1	3
St. Louis	3	25	9	28
Tampa	1	1	1	2
Washington, D. C.	20	17	9	39
TOTALS	120	190	132	310

Brother McLaurin: Mr. Chairman, may I make this little report ,as a bright side of the Store-Room Employees for the Philadelphia Store-Room Employees. I would like to say that since the report was made, all of the Store-Room Employees are now financial, the entire ten.

Brother W. J. Bryant (New York): I represent the Penn Terminal non-clerical store-room department. I didn't hear a report on the Penn Terminal or New York.

President Randolph: They are all classified under New York.

Brother S. W. Bennett: The report Brother Totten read from the Memphis Division, tallies with the Pullman Porters Report, and couldn't possibly include the I. C. train porters report. His report may be included in the New Orleans report because the Secretary lives in New Orleans.

President Randolph: Brother Bennett says that your report on Memphis tallies with the Pullman porters group, but it wouldn't include the I. C. group. I would suggest that the Illinois Central porters confer with Brother Totten at the end of the session so that you may be able to get your status straightened out.

Brother Collins (Philadelphia): I would like to get some understanding on the status of Philadelphia. I understood him to say they were all unfinancial.

President Randolph: I don't think all the members were unfinancial. What did you say?

Brother McLaurin: They are all financial now.

Brother Collins: Thank you.

Brother M. D. Dash (Montreal): In view of the fact that the Montreal Division's report of August was sent in to the National Secretary early in September, would it not be possible to include the convention tax payments which total $146, instead of having shown there "3" in the report, which will not make good reading in the proceedings of the convention? I am asking Brother Totten if it is possible to include that.

Brother Totten: We reported it here as it was sent in.

Brother Dash: In the reading it showed there were about three payments as of the end of July. I am saying, in view of the fact that the report has been sent in and showing the $146.00 that in order to make good reading in the manual that will follow the convention, if it couldn't be included in that report as read.

Brother Totten: Mr. Chairman, we cannot do that. You have a deadline for your reports, and reports coming in after, we will be glad to give them to the convention. But it would be unfair to some of the other districts for me to report moneys received in the national office after the thirty-first of July, when we have closed our reports. Our deadline is the thirty-first of July.

President Randolph: I see. Are there any other remarks?

Brother Frank Boyd (Minnesota): This is seeking information relative to the financial status of the Store-room clerical employees in the Twin Cities Division.

Unfortunately I wasn't here and I don't know whether Brother Totten mentioned it or not.

President Randolph: Did you make mention of the Twin Cities Division Store-Room Employees?

Brother Totten: No.

President Randolph: No report was made because he claims no Store-Room Employees or Clerical Employees exist there.

Brother Boyd: That is right.

Brother McNeal: In order to expedite the convention's time, I wish to move that the report of the International Secretary be referred to the Committee on Auditing.

Brother McLaurin: I second the motion.

President Randolph: It has been moved and seconded that the report of the International Secretary-Treasurer be referred to the Committee on Auditing. Any remarks?

Brother Boyd: I would like to make this amendment, if this is all right, so that we can clarify to the satisfaction of the convention and the delegates who return home. This is an amendment to the motion that was made, if it is possible between now and Friday to have a copy of the report as it has been passed here so we can take them back to our local districts as a financial report.

President Randolph: I can tell you that right now. That is not possible. (Laughter)

All in favor of the motion, make it known by saying, "aye." Contrary, "no". The "ayes" have it and it is so ordered.

Now we will listen to the report of the International Executive Board.

Brother Thomas Patterson (Secretary of the International Executive Board, New York): Mr. Chairman, Officers and Delegates to the Sixth Biennial Convention of the Brotherhood of Sleeping Car Porters, Train, Chair Car, Coach Porters, Attendants, Maids, Bus Boys and Storeroom Non-Clerical Employees, Greetings:

The world of today is passing through troublous times. It is a period that calls for the adjustment of the inequities among the factors of our modern civilization. While the second world war was won by the democratic forces over totalitarianism, the peace tends towards the subjection of workers to conditions far removed from the democratic processes. Workers through adverse legislation, are losing their hard won gains. The Taft-Hartley Bill is an outstanding example of this retrogressive trend towards labor. It is, therefore, necessary that all organized labor bodies should join together in a solid phalanx and use every legitimate method available to stem the tide of repressive legal action directed against the best interests of labor.

The Brotherhood of Sleeping Car Porters and its Sixth Biennial Convention is dedicated, in collaboration with other labor forces, to this defensive program. It is the hope of the International Executive Board that throughout the deliberations of the various committees of this Convention, the thought uppermost in their minds will be that organized labor must be kept healthy and fighting in the forefront of the workers' battle to gain and maintain justice for all, if democracy is to be achieved. First, unions must clear the way towards a democratic state by removing from its constitutions all that will deprive minority groups of equal rights. This will strengthen the general fight towards a higher status for workers and those who live in a world where the establishment of democratic principles are desired in order that peace and security may live and fear be abolished.

AGREEMENT COMMITTEE
(Resolutions)

Following the close of the Fifth Biennial Convention of the Brotherhood of Sleeping Car Porters, the International Executive Board met to deal with the resolutions and recommendations referred to it by the Convention and such other matters that were a part of its immediate program in its march towards the Sixth Biennial Convention. The post-Convention meeting was held on September 20, 1946 in Chicago, Illinois. All the members were present. Brothers M. P. Webster and Thomas Patterson were reelected as chairman and secretary, respectively.

Nine resolutions were referred to the Board by the Convention and eight recommendations. Of the nine resolutions, eight were referred by the Board to the Agreement Committee. All eight of the recommendations were also referred to the Agreement Committee. This Committee was instructed to give serious consideration to these matters and take them up in the conferences with The Pullman Company for the revision of the Agreement.

The Agreement Committee carried out these instructions to the extent that a request was made to the Management of The Pullman Company for a date to review the Agreement, which review would include these resolutions and recommendations referred to the Board by the Convention. While waiting for a date to meet with the Company, the question of an increase in wages was brought to the front by the unions of the non-operating groups employed on the railroads and by The Pullman Company, which held up the revision of the Agreement pending a settlement of this question. It was understood in the settlement of this question that a moratorium of a year would be in effect before any other action would be taken to revise the Agreement. The outcome of this was a wage increase of fifteen and a half cents for the non-operating groups.

After the year had elapsed, the Organization again requested the Management

to enter into negotiations regarding the reduction of hours. However, another important national question was brought to the front by the non-operating groups. This was a request for the shortening of hours, time and a half for overtime and for work done on Saturdays, double time for Sunday work and an overall increase of twenty-five cents per hour. This question is now in process of settlement.

The eight resolutions and eight recommendations referred to the Board by the Convention, on which the above action was taken, are listed herewith:

RESOLUTION No. 58
Submitted by the
PITTSBURGH DIVISION

This resolution proposed that porters, attendants and maids be provided with a suitable space to take their rest periods, between the hours of 9:30 P.M., and 6:30 A.M., on each car and that this space be designated on the diagrams as not for sale.

Note: In the proposals of the Agreement Committee to the Management, a request was made to outlaw the smoking room as a place of rest for the porters. This matter, however, has not been negotiated yet and wherever conditions do not permit the porter to have his proper rest under suitable conditions, the cases are handled individually under our existing Agreement.

RESOLUTION No. 72
Submitted by the
JACKSONVILLE DIVISION

This resolution proposed that paragraph 6 of Rule No. 46 of the Agreement be changed to allow a man returning to service after an illness to retain his former place on the extra list.

RESOLUTION No. 76
Submitted by the
TAMPA DIVISION

This resolution proposed that Rule No. 40 of the Agreement be changed so that in the establishment of new service or the extending or shortening of lines, consideration will be given to the seniority of the extra employees in the districts involved, without regard to location of districts.

RESOLUTION No. 77
Submitted by the
JACKSONVILLE DIVISION

This resolution proposed that Rule No. 40 of the Agreement be changed so that in the establishment of new service or the extension of established service, the service will be looped and the run given to the district having the extra employees with the greatest seniority, facilities of the district being considered.

RESOLUTION No. 92
Submitted by the
COLUMBUS DIVISION
(Change Rule No. 40)

NOTE: The three foregoing resolutions, Nos. 76, 77 and 92, were discussed with the Management of The Pullman Company in one of the conferences held dealing with the revision of the Agreement. A memorandum of understanding was written up regarding the interpretation of Rule 40, but this memorandum of understanding has not been signed by the Organization because it is felt by the Agreement Committee that it would be best to consider the various proposals under this heading at the time of the revision of the Agreement in order that too many memorandums are not written.

RESOLUTION No. 80
Submitted by the
SAN ANTONIO DIVISION

This resolution proposed that Rule No. 42 of the Agreement be changed so that a five per cent (5%), alteration in the home layover will constitute a new line.

RESOLUTION No. 84
Submitted by the
PITTSBURGH DIVISION

This resolution proposed that there be a general reallocation of lines to districts so that the men with the greatest seniority on the extra list will operate all lines or any lines in and out of their respective districts.

RESOLUTION No. 85
Submitted by the
LOS ANGELES DIVISION

This resolution proposed that Rule No. 7 of the Agreement be changed to give deadheading porters full time on trips that they do not receive sleeping accommodations on.

RECOMMENDATION No. 2
Submitted by the
CINCINNATI DIVISION

This recommendation suggested that Board study the question of the difference in the time allowed for vacations for those employees operating on short runs and those operating on long runs.

RECOMMENDATION No. 3
Submitted by the
CINCINNATI DIVISION

This recommendation suggested that the Board study the question of changing the design of the porters' blue coat and it is understood that the Company is planning to change the style of the porters' uniform.

NOTE: The Organization, it has been agreed by the Company, will be consulted before any change is made in the uniform.

RECOMMENDATION No. 5
Submitted by the
CINCINNATI DIVISION

This recommendation suggested that the Board give the proper definition of the term "swing line."

NOTE: A "swing line" is a regular assignment on which the employee termed a "swing man" assists the regularly assigned man in performing his duties. **Example:** A regular porter operates between New York and Pittsburgh and return. There is more work to be done than the porter who is assigned to the line can do effectively. The swing man is given to him to work between New York and Altoona, when the bulk of the work is done. The swing man gets off at Altoona and returns to his home station on the same line or on another where there is more work than the regular porter is able to perform. Both these lines will form a regular assignment but in each case the swing man is given as an assistant.

RECOMMENDATION No. 6
Submitted by the
SAN ANTONIO DIVISION

This recommendation suggested that the Board study the question of the passes issued to porters on the M. K. & T. Railroad marked "Not good on sleeping cars" which prevents the porters from using bed orders.

RECOMMENDATION No. 7
Submitted by the
BIRMINGHAM DIVISION

This recommendation suggested that the Board study the question of southern railroads prohibiting the use of sleeping accommodations by porters.

RECOMMENDATION No. 8
Submitted by the
DALLAS, SAN ANTONIO, FORT WORTH, HOUSTON, NEW ORLEANS, ST. LOUIS, EL PASO, SHREVEPORT AND MEMPHIS DIVISIONS

This recommendation suggested that the Board study the question of porters filling assignments without receiving proper rest because of deadheading in the South without receiving sleeping accommodations and take the matter up with the Management.

RECOMMENDATION No. 12
Submitted by the
WASHINGTON DIVISION

This recommendation suggested that the Board take steps to secure a graduating wage scale for bus boys; to have the regulation regarding the minimum height of an attendant voided and to secure a percentage of the buffet sales for attendants.

RECOMMENDATION No. 1
Submitted by the
CINCINNATI DIVISION

This recommendation suggested that the Board study the question of the inspection of porters' uniforms by the Company, which is not satisfactory in many districts.

This concludes the resolutions and recommendations referred to the Agreement Committee by the Board.

RESOLUTION No. 55
Submitted by the
JERSEY CITY DIVISION

This resolution proposed that a zone conference be held during the off-Convention year.

ACTION: It had been previously ruled by the Board that Zone Conferences would be held during the off-Convention year. This practice was suspended due to the war and is now resumed. Each division has received a copy of the proceedings of the last zone conference held.

COMMUNICATIONS

A letter from Mr. Matthew Woll, Chairman of the Free Trade Union of the A. F. of L., was received by President Randolph, requesting a contribution to this Committee to be used to provide food, clothing and other necessities for members of the European labor movement who are fairing badly as a result of the war. The Board ruled that this matter be deferred for the time being. No action was taken.

The following telegram was received from Mr. Robert R. Young:

A. Philip Randolph, International President Brotherhood of Sleeping Car Porters:

I want to personally extend to you a cordial invitation to join the Federation for Railway Progress. A letter to that effect is in the mail today. There follows a statement I made this afternoon to the Railway Labor Executives Association.

I know that some of you have read my article in Atlantic Monthly for you have written me to that effect. You will recall that I stated in the article, "Enemies of Production" that both Labor and capital are as naive as Little Red Riding Hood in carrying their problems to the State, because the State was waiting to gobble them both up. As true as that statement was last October, when it was written, it is even more true today. In those articles I also stated that legislation was never constructive per se: that it was always the choice between evils. How much better would it have been for both capital and labor if they had conducted themselves in the last few years so that they did not face the bitter contest which now looms over the capitol like a dark cloud. Both labor and capital have been short sighted and have brought this house down about their own ears, and unless they both want to end up behind the eight-ball where they are in most other nations in the world, it behooves them to get together pretty fast and go to work without the intervention of the State on behalf of either side.

"I know that this has been difficult in the past because employers in this country have gone through three stages in their attitude toward labor unions," 1. "Bust them." 2. "Tolerate them." 3. "Horse Trade Them." The time has long since come for the fourth state in this evolution: Collaboration on a level of equality, the prime objective being the good of the whole not of either part. In the railroad industry there are non-controversial areas. A. To modernize personnel practices; B. To speed up the settlement of grievances; C. To train employees more effectively; D. To modernize and improve equipment and service; E. To promote railway travel and traffic.

I have read your thought provoking program and objectives under date of May 1946 with a sincere desire to get the benefit of your point of view and am particularly impressed with your wish to cooperate. I am sympathetic with your objective of bringing security to the rank and file which you refer to as a guaranteed annual wage. Here is the Achilles heel of free enterprise. Here you have been much more far-sighted than has management. Here is where labor and capital both threaten to succumb to the mercies of the state in the next depression to be completely taken over as they have been in so many other countries.

Many business men fear that the Government is already well along with its plans for spending our money wastefully during the next depression in projects, mostly unproductive, many to entail permanent additions to the public payroll. They doubt whether the capitalistic system can survive another decade of such boondoggling. But what about business itself? Does it have any

plans of its own? Why not forestall the State by capital and labor getting together and advertising the fact that we do not propose to allow ourselves to slide into another depression. That enough heads of families will be employed in one job or another to make the depression impossible? Not even the heavy industries can afford to neglect the all essential problem of level employment of heads of families.

Our new Federation for Railway Progress will urge the railroad industry to lay out a program of capital and other improvements which with the cooperation of labor will keep the number of men it presently employs usefully working at living wages for at least three years in the event a depression does come. It is my belief that if every industry did likewise, a depression never would come. Such would be the confidence of business and the housewife. "It is to make this and many other new areas of collaboration possible that the Federation is today tendering you this cordial invitation to become a charter member of an organization dedicated to ever continuing railway progress."

ROBERT R. YOUNG

The Board ruled that it would be impractical to become a member of this Organization at the present time.

Brother Lansing Black of Montreal, Canada, wrote President Randolph proposing the creation of a fund for porters retiring from service because of reaching the retiring age or due to ill health. After due consideration, it was agreed by common consent that it was impractical at this time to carry out this proposal. Brother Randolph recommended joining with other Canadian unions in order to have legislation passed that will establish pensions for these men who do not receive pensions at this time. The Board concurred with this recommendation and President Randolph was instructed to advise Brother Black of the action taken by the Board.

The Young Women's Christian Association wrote requesting a contribution. The Board ruled that the Organization contribute $250.00.

PLIGHT OF SMALL DISTRICTS

As a result of Brother T. D. McNeal's appearance before the Board at the post-Convention meeting to inform it of the plight of the Galveston District, which is a very small district having only two runs at that time and one run had been extended causing the displacement of four men. The Board agreed that since this was a condition that affected several small districts throughout the country, the matter should be studied in order to find out some way to re-distribute the lines on a seniority basis and that the International President was authorized to take the matter up with the Pullman Company.

QUESTION OF RETURN OF EMPLOYEES ON SICK LEAVE TO THEIR JOBS

Brother Garran brought to the attention of the Board, at the post-Convention meeting, the case of Brother Charles La Bauve of New Orleans, who, after being off from work due to an eye infection, was not allowed to return to his job by The Pullman Company on the grounds that his physical condition was not satisfactory. The medical evidence offered the Company was not acceptable and the Board decided that an examination be made by a reliable doctor and a report given to the Organization. If the report was good, then a claim would be filed against the Company to have Brother La Bauve returned to work and paid for the time lost as a result of his being held out of service. This information was sent to Brother La Bauve.

COMMITTEE ON BUDGET

At the Board meeting held in Chicago, Illinois, June 4-5, 1947, at which all the members were present, the financial status of the Organization was dealt with at some length. Financial and membership reports for the current period were rendered by International Secretary-Treasurer Ashley L. Totten and as a result of this check up by the Board, it was decided that a special committee be appointed to study further the finan-

cial condition of the Organization, with a view to economizing wherever possible without hampering the development of the Organization. Brothers Webster, Totten and Patterson were appointed as the committee.

The special committee on budget met three times during the ensuing ten months and submitted a report of their findings to the International Executive Board at the meeting held in Detroit, Michigan on June 3-4, 1948. In this report, the committee pointed out that it had checked the receipts and expenditures of the Organization for the year 1947 and had given special attention to the unfixed expenditures, which consisted of telephone and telegrams, postage, cleaning and repairs, office supplies, Organizational expenses, travel and maintenance, printing, International expense to divisions and legal fees. The committee recommended that each item cited with the exception of International expense to divisions, legal fees and cleaning and repairs, be limited to fixed amounts. This recommendation was adopted by the Board and also passed was the motion by Chairman Webster that the committee be made a permanent one and that the International Secretary-Treasurer render a monthly summary of receipts and expenditures of the Organization at all times, this new ruling to be put into effect at the beginning of the next fiscal year. In keeping with this, it was decided that the auditors would be required to check on the Organization's funds twice a year instead of every quarter as was the custom .

ORGANIZING DRIVE

At the 1947 meeting of the Board, it was unanimously agreed that the Organizing Drive then in effect would be continued another six months; that the Organizing Committee in each division should be activized and used to carry on the bulk of the organizing work; that short-range men should be taken off around pay days for an intensive drive; that volunteer men should be used as available and that the zone supervisor should be consulted before taking any men off the road. From a financial standpoint this drive was not as successful as it promised because of the expense of maintaining men off the road for that purpose.

DENVER DISPUTE

The Denver election dispute, it was brought out at the 1947 meeting of the Board, was carried to court by Brother Berry J. Slater, President of that division. It was proved by International President Randolph that Brother Slater had not told the facts of the case because his main contention was that forty-five votes were missing and that was not made a part of the letter of complaint written to Brother Webster by him. The contention at that time was that the furloughed Rio Grande Railroad train porters were not permitted to vote. Another of Brother Slater's contentions was that he did not go to the Convention because he was not given any credentials. However, other letters were produced to show that he had given other reasons for not going to the convention.

The judge was convinced that Brother Slater was not stating the facts of the case as he should have and it was finally agreed by the judge and Brothers Randolph and Webster to take the men back into the Organization and a trusteeship appointed to take charge of the business of the Denver Division. Another election was held and Brother Slater was defeated three to one. Brother Benoit was re-elected secretary-treasurer at this election and all twelve of the men creating the disturbance and who were candidates for official positions, were defeated. The Board unanimously sustained the action taken by the International President in the Denver Dispute and agreed that a report regarding the case should be presented to the next convention by the International President and First International Vice-President. On June 1st, 1947, four of the furloughed men on the Denver Rio Grande were recalled from furlough and others were to be recalled soon.

CHICAGO - NORTH WESTERN REPRESENTATION DISPUTE

Dining Car Local No. 351 received a ruling from the National Mediation Board that buffet car porters were in-

cluded in the same craft as cooks. This affected our buffet car porters on the Chicago-North Western Railroad. An election was held as a result of this ruling, which the Brotherhood lost. Brother Webster brought to the attention of the Chicago-North Western Railroad Personnel Department the fact that if the buffet car porters were merged with cooks, their seniority rights would be taken away and the Brotherhood would start proceedings against the Company. The management recognized this fact and will refuse to write up a contract with Dining Car Local No. 351. The members of Dining Car Local No. 351 are members of the clerk's union, which is affiliated with the Railroad Employees Executive Department.

ORGANIZING DINING CAR WAITERS

On the question of organizing dining car waiters, the Board concluded, after a lengthy discussion, that it would not be wise to attempt to organize the waiters although different groups of dining car waiters had expressed their desire to become affiliated with the Organization. It would create too much disturbance to enter into a jurisdictional fight at the present time. However, it was decided that the International President and Officers and the Zone Supervisors would watch this situation and reports be made to the International President if anything of importance is noticed.

SPOKANE SITUATION-ST. CLAIR ORR CASE

Brother Webster brought to the attention of the Board, at the 1947 meeting, that letters from Brothers J. J. Johnson and J. W. Strong of the Spokane Division, criticized Brother Dellums in the handling of the case of Brother St. Clair Orr of that division. This brother had refused an assignment and Brother Johnson and Strong wanted the case remanded for rehearing, but Brother Dellums told them that this could not be done unless they had new evidence to present which was not available at the time of the hearing. However, he agreed to appeal the case in an effort to have the penalty of twenty-eight days' suspension removed and Brother Orr paid for this time lost. He also told Brothers Johnson and Strong that a porter has not the right to refuse an assignment, but has the right to be excused from an assignment. However, failing to be excused by the Company he would have to make the trip. Brothers Johnson and Strong, in reply, disagreed with Brother Dellums and criticized his position in the matter. They also criticized the position of the International Executive Board because it did not concur with Resolution No. 79 submitted by the Spokane Division at the Third Biennial Convention. This resolution dealt with "a plan that will limit the number of hours beyond which a porter could not be forced out on the road until a reasonable rest has been allowed."

International President Randolph made a motion stating that the position of these men towards the Board and Brother Dellums was definitely out of order and upheld the position taken by Brother Dellums. He also objected to the language used against Brother Dellums and the Board. The motion was approved and the secretary was instructed to send a letter to Brother Strong advising him of the action of the Board. The following correspondence will serve to further bring out the facts of the case:

"November 1, 1946

Mr. J. W. Strong
Secretary-Treasurer
Brotherhood of Sleeping Car Porters
South 435 Pine Street
Spokane, Washington

Dear Brother Strong:

The St. Clair Orr case cannot be remanded for rehearing unless we now have some new evidence that was not available at the time of the first hearing.

I might point out that a porter hasn't the right to refuse an assignment; he has the right to be excused from an assignment but if the Company refuses to excuse him, then he should take the assignment. We have had other such cases where porters were given twenty-six to thirty days on the ground. The only thing we could do now would be to appeal the case and demand pay for the twenty-eight days Orr will lose. Frankly,

I do not think we can win it but I am going to appeal it so that Leach will read the transcript and will therefore know our feeling toward Deibert.

Any and everything you have against Deibert can be drawn up and sent to me and I will put it before Leach in person in May. I will be in Chicago in May and can see Leach then if necessary.

Fraternally yours,
/s/ C. L. DELLUMS
International Vice-President

CLD'gw

"Spokane, Washington
November 26, 1946

Mr. C. L. Dellums
Fourth International Vice-President
Brotherhood of Sleeping Car Porters
1716 Seventh Street
Oakland 7, Calif.

Dear Mr. Dellums:

In reply to your letter of November 1st, we wish to express our extreme embarrassment in learning that other cases similar to St. Clair Orr's has been lost by the Brotherhood with heavy, unreasonable penalties and this information has not been given to grievance committees throughout the zone.

Again, we feel we need not wait to build up anything against Diebert for we have it already. In the transcript you will find accusations made by the Brotherhood in Spokane and they were not disputed by Diebert or any one else.

We think it unreasonable to wait until May to see Mr. Leach. Somebody must see him at once. A member of this organization paying $49.00 in a year for economic security and protection is entitled to immediate consideration and action. Such slothful action is not going to increase the interest and zeal of a member. Nor will it gain new members.

As a matter of fact, Brother Dellums, your letter was amazingly frightening. I quote, "I might point out that a porter hasn't the right to refuse an assignment; he has the right to be excused from an assignment but if the Company refuses to excuse him, then he should take the assignment."

Your reference to porters' rights in this case turns out to be a joke. The rights referred to are all for the company. The porter has no rights: is entirely at the mercy of the management. Under such a set up it is as was pointed out on page 7 of the transcript, quote, "We cannot live under that condition. We must decide whether the men are slaves or free men."

Mr. Ilot Johnson spoke off the record in reply to the question, quote, "Where are you going to stop—50 hours or 100?", to the effect that we should have that in our contract. He made the statement in the presence of four of us at the hearing. You will observe that it was brought out in the transcript that Orr had made 78 hours in the week, but that was given no consideration whatever. Nor do you give it any consideration. You agree that as long as the man could do he should continue to go at the beck and call of the Company. Indeed, the International Executive Board has agreed and sanctioned this form of slavery for us.

In the proceedings of the Third Biennial Convention held in St. Louis is recorded resolution No. 79 by the Spokane Division, the resolve part of which reads, quote. "BE IT RESOLVED, That the Agreement Committee be instructed to work out a plan that will limit the number of hours beyond which a porter cannot be forced out on the road until a reasonable rest has been allowed."

Again in the report of the proceedings of the Fourth Biennial Convention held in Cleveland it is recorded that the International Executive Board voted **Noncurrence** on this resolution. Hence, their sanction of the condition.

So, the cry for help went unheard by those who could have done something about it and left the victim at the mercy of his tormentors.

Why should a porter have to lie or have his family lie for him in order to have a few precious hours with his family. Why should he have to let the phone go unanswered, resulting in the nerve shattering experience of wondering whether the call was one of vital importance to him or his family. Why has a porter got to be ill in order to be free as stated by Mr. Ilot Johnson in speaking for the company.

In this instance there were men in town who had been in no less than three days and none of the men mentioned in the statement of the assistant agent had to take the line out because there were foreign men in Spokane and a man from Chicago taken the line out. There was no emergency.

Now let us remind you that this action on the part of the company is going to spread. Already the assistant superintendent at Salt Lake City has warned some of his men that if they refuse an assignment he will put a charge of insubordination against them. It so happens that the assistant superintendent in Salt Lake City is a personal friend of the agent in Spokane.

Permit us to quote from your letter again. Quote, 'The only thing we could do now would be to appeal the case and demand pay for the twenty-eight days Orr will lose. Frankly, I do not think we can win it but I am going to appeal it so that Leach will read the transcript and will therefore know our feeling toward Deibert.'

Again, Brother Dellums, you seem downright amusing. Why bother to appeal the case when you know you can't win. It would be definitely silly to go in and demand pay for Orr when you know you can't get it. Surely there is a more simple way to see Leach. Besides by not appealing the case you may conserve some dignity and prestige for the organization.

We are taking the liberty to say that it is time our organization reorganize its fighting forces and make real that militant spirit of which the Brotherhood has been so articulate. Now is the time for this action, not in the future. To win this case means freedom for the porters; to lose it means slavery and slow death. Every line of defense must be strengthened. Ten thousand porters will be affected by this case.

The membership in Spokanne is thoroughly disheartened, discouraged, disgusted.

Fraternally,
J. J. Johnson, President
J. W. Strong, Sec'y-Treas.

cc: Mr. M. P. Webster
Mr. A. Philip Randolph"

EXCERPT FROM ST. CLAIR ORR CASE

I go back quite some time to an instance involving Mr. Orr when for some unknown reason the police came to his home. They stated that they had been sent by The Pullman Company. Whether that be true or not may be considered irrelevant, but this much is true — that the address of Mr. Orr had been given the police by the Pullman representative in this office. The representative in the office knew that neither Mr. St. Clair Orr nor his brother, Mr. Roosevelt Orr, were in the city; yet without any effort on his part to determine their reason for wanting one of these men, he turned them loose on the home under the impression that they were in town. This caused a terrible upset in their family. It just so happened that at the time the mother of the Orr Brothers was lying on her deathbed. The daughter of Mr. Orr came to the door in response to the typical knocking of police and she made every effort to try and keep the noise from the mother of these men but without avail. The police expressed surprise themselves that the men were not to be found by reason of their not being in the city. Later myself, in the company of Mr. St. Clair Orr, Mr. Roosevelt Orr, and Mr. Huff, all of us operating out of this office, came to Mr. Harrington, then Agent at Spokane, to determine the cause of the visit of the city police. Mr. Harrington, having just returned from a vacation, stated that he knew nothing of the incident at that time and called his Assistant, Mr. Deibert, to his desk to seek information. Mr. Deibert admitted that he had given the address to the police and without solicitation he said he had no apologies to make for so doing. It isn't that he wanted to exact any apologies from anyone, but it was the spirit in which that remark was made. The fact that Mr. Deibert knew the wanted men were out of the city and by his own statement said he had no information as to what the police wanted but permitted them to go to the home and disturb these families with no apparent concern himself as to what the outcome might be in the way of an upset in their home.

Now we have another instance of more recent date. Last March Line 698½ was placed for bid because there had been a change in the periodic relief given that line and the line as a result of the immediate bid had been awarded to Porter L. Redd. It so happened that Porter Larry Keele was out of the city during the time the line was up for bid. The records of this office will show that he was gone for approximately a month, having been signed out the day the line went up for bid. It was quite some time after he returned that he learned that the Walla Walla line had been placed for bid and he expressed a desire to fill that line himself. He was directed by his Organization to go to the office and tell them that he wanted to bump in on that line. In doing so he was informed that he was too late, that the award had been made and the time for bidding had been up for some time. He came back to his Organization and told of his experience, and as a result I approached the Management myself in his behalf. In talking with Mr. Thatcher, who was then the Agent at Spokane, and Mr. Deibert, his Assistant, it was discovered that there was a misunderstanding of the rule covering bids by either themselves or the Organization representatives. They insisted that there should be a time limit somewhere but I insisted that the time limit was nowhere to be found and felt that Larry Keele was entitled to the line. As a result of this discussion a mutual agreement was reached and Mr. Thatcher requested that I write a letter for Porter Keele setting forth his claim to the line and he would send that letter to the Superintendent at San Francisco for a decision. His request was complied with on the part of the Organization representative and the letter was sent out. In due course the answer came from Chicago, where the letter apparently had finally wound up, with instructions to place Mr. Keele on the line, meaning 698½. The Organization representatives did not choose to be antagonistic and appear too technical, preferring to exhibit a spirit of cooperation, and recognizing that anyone can make a mistake, we did not file claim for pay for Porter Larry Keele for the time lost from the time he asked for the line until the Management had finally been convinced that he was entitled to the line. In this instance the local Management was in error, and we gave them a chance.

We will cite you another instance of cooperation on the part of the local Brotherhood, when in May of this year, through a disturbance in train operations created by the strike, all lines were placed for bid on May 24th. These bids were up on June 4th and according to Rule 41 the awards were to be made within five days after the closing of the bids, which would have been the 9th of June. During this time of bidding Porter Keele again bid on Line 698½. Porter Keele came in from Salt Lake City in Line 696 on the 4th day of June and the expiration of time paid for would have been the 7th day of June. Had the office complied with the rule in the Agreement regarding rebulletining of runs, Porter Keele would have been placed on his run during that time. The records will show that Porter Keele was not placed on the Walla Walla run until some time in the latter part of June, which, of course, was a violation of the Agreement, and again the Spokane Division of the Brotherhood of Sleeping Car Porters did not make any complaint against this office for failing to comply with the rule.

There is still another instance where the Agreement had been violated without this Local Division of the Brotherhood creating a disturbance about it. The second paragraph of Rule 42, under the heading "Rebulletining Changed Runs" reads:

> "Where runs are changed for any cause, the senior employes in the assignment, up to the number required for the new operation shall continue in the run until awards are made under the new assignment."

Had this rule been complied with, the charges placed against Porter Orr would never have had any ground.

"August 31st, 1948

Mr. J. W. Strong, Sec'y-Treas.
Brotherhood of Sleeping Car Porters
So. 435 Pine Street
Spokane, Washington

Dear Brother Strong:

Copies of the letter sent to you by Brother C. L. Dellums under date of November 1st, 1946 and the reply dated November 26th, 1946, signed by Brother J. J. Johnson, President of the Spokane Division, and you, were presented at a meeting of the International Executive Board, which was held in Chicago on June 4th-5th, 1947, for discussion and consideration. The letters dealt with the handling of the case of Brother St. Clair Orr of the Spokane Division.

In your letter Brother Dellums and the International Executive Board were criticized severely for their respective actions in the handling of the case. After giving the question, as presented, due consideration, the Board sustained the action taken by Brother Dellums as the correct procedure in the handling of this grievance. Further, it sustained the action of the Board in ruling non-concurrence on Resolution No. 79, presented by the Spokane Division to the Third Biennial Convention of the Brotherhood of Sleeping Car Porters, which was held in St. Louis. This resolution was to the effect that the Agreement Committee should write a regulation limiting the number of hours beyond which the Pullman Company could not request a porter to work.

International President Randolph instructed the Secretary of the Board to write you a letter informing you of the action taken by the Board and advise you that the tenor of your letter to Brother Dellums was unjustified, unreasonable and unfair in the extreme; that your attitude towards the Board as expressed in your letter, because it acted on the resolution mentioned in democratic conformity with its prerogative, has found no parallel in the life of the Organization.

Fraternally yours,
Thomas Patterson, Secretary
International Executive Board"

TP:bw
oeiu:153

STOREROOM NON-CLERICAL WORKERS' AGREEMENT

A tentative agreement for the Storeroom Non-Clerical Workers was drawn up by Brother McNeal and McLaurin. It was reviewed and corrected by a committee composed of some of the International officers and local members of the Storeroom Non-Clerical Workers' group and at the 1947 meeting of the Board, it was ruled that this matter would be taken up with the Pullman Company as soon as possible. The tentative agreement was presented to the Company, but due to the fact that demands for increase in pay intervened since the presentation of the agreement for this group, no date has been set as yet to negotiate the pending agreement. At the present time we are awaiting the outcome of the general changes in wages and working conditions requested by the non-operating groups before proceeding.

ORGANIZING CARMEN

Due to the closeness of the car cleaners to the Pullman and train porters, it was deemed necessary to organize the car cleaners and yard forces, grouped as carmen. Car cleaners are sometimes used to substitute for porters and it would be to the interest of these groups of employees to work together for mutual benefits. On the other hand, it would be advantageous to each group and to the Brotherhood to add the Pullman car cleaners and yard forces to strengthen numerically and otherwise, the Organization, as well as to offer this group better representation than they have been able to get under the Independent Workers' Agreement. The Board, therefore, agreed to organize this group of workers and applied to the National Mediation Board for representation. Then the carmen's union entered the picture to fight the Brotherhood. It is well known that this union was not interested in the Negro car cleaners and yard forces since it maintains a color bar in its constitution.

In spite of the work that was done by the Brotherhood to gain the representation, the fight was a losing one since un-

der the Company's plan of representation the car cleaners and yard forces were afraid of their bosses and signed representation cards for both the Brotherhood and the carmen's union and the Brotherhood lost the election to the carmen's union.

ASSIGNMENT OF RUNS TO DISTRICTS

The question of the distribution of runs to various districts has received a great deal of thought both from the Brotherhood and the Management of The Pullman Company, due to changes made and the unequal distribution of lines in various districts. This is particularly noticeable in the smaller districts and in districts through which various lines pass, as in Jacksonville, Philadelphia and districts off the main line because porters, in the main, operate under a district seniority and any interference with the present system would entail the disturbance of the men's seniority rights. No solution has been reached as yet which will be satisfactory to the men and which would not permit claims to be established against the Management and the Brotherhood.

In a conference between the representatives of the Company and the Brotherhood, the matter of advising the Organization of unusual changes prior to their being put into effect was discussed. The Company agreed that in the future they would give this matter consideration and advise the Organization so that they will be able to inform the members on the subject.

NEW MEDIATION RULINGS

New rules have been established in regard to the National Mediation Board. Where an organization has a contract in effect, 51% of the membership's votes is necessary in order to win representation and where there is no contract, 35% of signed authorization cards is sufficient to obtain the authority of representation from the Board. If a number of applicants for representation are included when an election is to be held, those receiving the smallest number of votes will be disregarded and the two having the most votes will be entered in the final contest.

ABOLISHMENT OF TIPPING ON THE CHESAPEAKE & OHIO RAILROAD

Tipping was abolished in the passenger service on the Chesapeake and Ohio Railroad. Negotiations were entered into between the Company and the Organization in order to obtain compensation for these train porters for the loss of tips. The company offered a five cents per hour increase which amounted to $12.50 per month. This, the Organization considered insufficient. The Company gave the waiters a thirty per cent increase because of the fact that the waiters in negotiating their agreement had dealt with the question of tips as a part of their wages, while the train porter's union had not.

The period of negotiation for getting greater consideration for the loss of tips by train porters was not a happy one, since at that same time the question of increase in wages, as well as the negotiation of an agreement was pending. The Company was approaching the question very cautiously as far as the amount to be given was concerned. Thus, $12.00 per month was all that they would offer and that followed immediately upon the increase of $37.50.

This settlement was accepted and so far as we are informed at the present time, the men on this railroad are still getting tips.

DONATION TO THE WESTVIEW HOSPITAL

A request was made by Brother Bell, at the 1947 Board meeting, for a donation to Westview Hospital. While the cause was worthy, the Board felt that the International Organization was not in a position to meet all these demands. It was agreed that the local could take action on worthy causes within their respective divisions.

HONORARY MEMBERSHIP IN LADIES' AUXILIARY

At its 1947 meeting, the Board referred to the International President of the

Ladies' Auxiliary, Sister Halena Wilson, the case of Misses Wilson and McWorthy. They were charter members of the Ladies' Auxiliary in Los Angeles, although not connected with the Organization by relationship to any Brotherhood members. It was suggested that they be given honorary memberships.

SPECIAL CARDS FOR HONORARY, NON-PAYING AND RETIRED MEMBERS

The Board ruled, at its 1947 meeting, that in order to make the distribution of these cards run more smoothly, the International Secretary-Treasurer was to send the cards to the Zone Supervisors for distribution in their respective zones to those entitled to them.

DUES OF G. I. MEMBERS

It was ruled by the Board, at its 1947 meeting, that members of the armed forces who were not in the Pullman Company's employ before entering the service, could come into the Organization upon payment of $3.00; that a member fully paid up before entering the armed forces would be exempted from paying dues for the period of time served and would just continue his dues from the time of his return to employment and that a member of the armed forces in the employ of the Pullman Company before he entered the service, but not a member of the Brotherhood at that time, would have to pay the full initiation fee of $25.00 on requesting membership after his return to the Pullman service.

CONSIDERATION FOR EXTRA EMPLOYEES

At the 1947 meeting of the Board, it was also ruled that extra employees desirous of joining the Organization, but not making sufficient money to pay the joining fee, be allowed to pay $5.00 per month until completion of the joining fee. The request made to give these men further consideration could not be allowed as a previous convention had outlawed dispensations of this type.

APRIL ISSUE OF BLACK WORKER

The Board ruled at its 1947 meeting that a correction be made in the April Issue of the Black Worker in regard to an item appearing in it which stated that Brother B. F. McLaurin was National Director of the Organization Drive. He was only in charge of the Organization Drive in the Eastern Zone and under the Zone Supervisor. Each Zone Supervisor is in charge of the drive in his zone. It was also pointed out that Brother W. H. Bowe is a field organizer and was never Assistant Eastern Zone Supervisor as shown in this same issue of the Black Worker.

RESOLUTION FROM CLEVELAND DIVISION

The Cleveland Division submitted a resolution to the Board which dealt with the revision of Rule No. 4 of the Agreement and requested a reduction in hours; no deduction for sleep periods; a guarantee of full time to all extra employees without impairment in pay for time earned in any calendar month and not less than 1 hour and 15 minutes release time on all cars arriving not later than 8:00 A.M. The Board ruled, at the 1947 meeting, that this resolution be referred to the Agreement Committee for consideration and action.

ABOLISHMENT OF NEW ORLEANS-CINCINNATI LINE

Brother Garran brought to the attention of the Board, also at its 1947 meeting, the fact that the Pullman Company had abolished a line between New Orleans and Cincinnati becaused of a damaged bridge which prevented the operation of this line temporarily. This abolishment of the line caused the men involved to operate on the extra board instead of operating under the provisions of Rule 43 which deals with temporarily discontinued assignments. The Board ruled that the Company should not have abolished this line and disregarded the second paragraph of Rule 43 of the Agreement in doing so. It further ruled that a claim be initiated against the Company for the time lost by the men involved.

PASSES FOR PULLMAN PORTERS

The question of obtaining passes for Pullman porters since the railroads now own the Pullman Company and other railroad employees receive passes, was referred to the Agreement Committee for handling. The matter has received some consideration by the Company through the Agreement Committee, but no definite decision has been arrived at as yet. The Company is operating as it had been prior to railroad ownership and the attitude of the Management is the same as it was prior to that time. The matter will be handled further in the Agreement conferences.

MAINTAINING OF REPRESENTATIVE ON THE THIRD DIVISION OF THE NATIONAL RAILROAD ADJUSTMENT BOARD

The Board ruled at its 1947 meeting, that the International President should continue his efforts to place a representative of the Organization on the National Railroad Adjustment Board. Action on this matter has already been taken through the Railway Executive Association. A hearing has been held, but no decision reached as yet, probably due to the death of Secretary of Labor Swellenbach. The necessity for the Organization to have a member on the Third Division of the National Railroad Adjustment Board is urgent, since the Organization is the only one whose cases are not sent to a referee when there is a tie vote.

You have heard a statement from Attorney Rauh here as regards the outcome of this request.

MALFEASANCE BY SECRETARY-TREASURERS

It was ruled by the Board that any local secretary-treasurer guilty of not rendering a strict account of monies collected by him, be held accountable to the Organization for shortages.

DISCONTINUANCE OF ZONE CONFERENCES FOR OTHER METHODS OF INSTRUCTION

The question of discontinuance of zone conferences, at which members are instructed about the handling of grievances, claims and the interpretation of the Agreement, and have the Zone Supervisors bive this instruction was discussed. It was advanced that greater advantages in the reaching of members of the grievance committees, as well as the secretary-treasurers could be accomplished by the Zone Supervisors. This was held in adeyance to be discussed at future Board meeting as the present system of having conference in each zone seems popular and satisfactory.

DISCONTINUANCE OF CHRISTMAS FUND TO INTERNATIONAL OFFICERS

The Board ruled, at its 1948 meeting, that the Christmas Fund to International Officers be discontinued due to the program of retrenchment now in effect.

CHECK OF FINANCIAL MEMBERS

Due to differences between the local and international reports, it was ruled by the Board, at its 1948 meeting, that local secretary-treasurers be contacted by the Zone Supervisors and asked to send the number of financial members in their divisions to the office of the International Secretary-Treasurer so that a comparison of the figures could be made.

BLACK WORKER

The present cost per year for the publishing of the Black Worker is about seven thousand dollars. The Board ruled, in its 1948 meeting, that a check be made with a view to reducing expenses wherever possible and the cost of all matters printed be approved by the International Secretary-Treasurer before the work is done.

PROPOSED TAX

At the 1948 meeting of the Board, it was brought out that within the next two or three years there might be a general slump throughout the country, following the present period of inflation, and the levying of a $50.00 tax on each member was suggested. This tax to be paid in installments of $12.50 per quarter. It was pointed out that some unions lost

their fights for higher wages and better conditions for their members due to the lack of funds. It was further shown that John L. Lewis and other heads of labor organizations that are financially sound are able to maintain a sustained fight on questions involving the welfare of their members, whereas many unions have lost their fights because of insufficient funds to carry out a sustained struggle. This proposed tax would only be put into effect if the convention agreed to the suggestion.

The Board ruled that an educational campaign be carried on throughout the Organization advising the members of the wisdom and necessity for a tax at this time as a safeguard to the protection of the Organization and the gains that it has made through a long and arduous fight. It also ruled that as many men that can be reached individually by those in charge of the campaign should be contacted in order that everyone will have a full knowledge of the purpose of this tax and will work in harmony towards its collection to keep the Organization fit and able to serve the members effectively. It is the desire of the Board not to levy the tax unless the members understand the great necessity for it and are convinced that it is the only sound policy to pursue at this time.

EX-PORTER-INSTRUCTOR'S STATUS IN REGARD TO ELECTION

The Board ruled, at its 1948 meeting, that the two year financial period which makes a member eligible to run for office could not be waived in the case of a porter-instructor who returns to his job of porter. He has to be a consistent dues-paying member for the two years immediately preceding the election.

CASE OF BROTHER H. GERALD OF THE WASHINGTON, D. C., DISTRICT

It was brought out at the 1948 Board meeting that Brother H. Gerald, who was made a custodian because he was unable to carry out his duties as a porter after a period of illness, had now returned to his job as porter due to the custodian's job being abolished. The Board ruled that this man could not be given his seniority rights since he was advised when he took the job that he would lose his seniority rights and was taken off the seniority roster during the time that he was on the custodian job.

SHALL THE LOCAL SECRETARY-TREASURER BE APPOINTED

At the 1948 meeting, the Board ruled that a change of this kind could not be effected without changing the Constitution of the Organization and that was beyond the purview of the Board. Besides such an action, in any case, would be undemocratic.

SLEEPING ACCOMMODATIONS FOR PORTERS ON NEW LIGHT-WEIGHT CARS

It was brought out at the Board meeting held in 1948 that the sleeping space provided for porters, attendants and bus boys was hazardous because of the location and in the case of a wreck a person might be closed in the room without any chance of escape. The Board ruled that the International President should take this matter up with the Pullman management with a view to correcting the situation.

RULE 63 — LEAVE OF ABSENCE

It was ruled by the Board, at its 1948 meeting, that the Organization should be consulted in the granting of leaves of absence to employees under the Agreement and while at the present time this feature is a managerial prerogative, the Organization will have to negotiate with the Company in order to change the rule so that we can have greater control in this respect.

PASSES FOR RETIRED MEN

The Board ruled that the question of securing passes for retired Pullman employees under our Agreement, should be given further consideration in the conference for the revision of the Agreement. It has been taken up with the Pullman Company at different times, but to no avail.

SLEEPING ACCOMMODATIONS FOR PORTERS RIDING ON PASSES

Due to the fact that very often porters riding on passes throughout the South are not able to get sleeping accommodations even when there are many vacant berths and that in some southern states the passes read, "not good on Pullman cars," the Board ruled in its 1948 meeting, that the International President should take this matter up with the Pullman management so that such a procedure will be stopped.

DISCUSSION OF WASHINGTON-BIRMINGHAM LINE

Also referred to the International President for handling by the Board was the question of Washington-Birmingham Line which is being operated by the Atlanta District even though it has been changed to operate between the two points mentioned. The complaint is that either Washington or Birmingham should operate the line and not Atlanta.

ATTENDANTS, BUFFET, PARLOR AND CLUB CAR PORTERS CLASSIFIED WITH DINING CAR WAITERS

As in the case of the buffet-parlor car and club car porters on the Chicago-North Western Railroad, represented by the Brotherhood, and classified by the National Mediation Board with the dining car waiters, so are the attendants and club car porters on the New York, New Haven and Hartford Railroad, who are members of the Brotherhood. The Board ruled that these cases should be prosecuted since the Brotherhood has the majority of club car porters and attendants in the railroad service throughout the country. The latter case was appealed to the National Mediation Board for further consideration; a hearing was held with the attorneys of the Brotherhood present, but no decision has been rendered on the matter as yet.

MEMORANDUMS OF UNDERSTANDING

The Pullman Company submitted to the Brotherhood, as the result of a conference with the Agreement Committee, four Memorandums of Understanding, for signature. The subjects of these Memorandums are as follows:

(1) Memorandum of Understanding concerning interpretation of **Rule 40. Assignment of Runs to Districts, and Rule 43. Temporary Discontinuance of an Assignment.**

(2) Memorandum of Understanding Concerning Application of Paragraph (i) of Rule 2. **Overtime Rates of Pay: Rule 15. Payment of Overtime Credits:** and **Rule 16. Additional Pay When Used on Layover or Relief Days.**

(3) Memorandum of Understanding Regarding Vacation Agreement for Porters, Attendants, Maids and Bus Boys Represented by The Brotherhood of Sleeping Car Porters.

(4) Amendment No. 1 to **Rule 43. Temporary Discontinuance of an Assignment of the** Agreement, Effective June 1, 1941, Between The Pullman Company and its Porters, Attendants, Maids and Bus Boys represented by The Brotherhood of Sleeping Car Porters.

The Board ruled not to sign these Memorandums but to incorporate these changes in the revised Agreement when the negotiations for this purpose are entered into.

REGARDING MEETING PLACE OF BOARD FOR NEXT MEETING

The New Orleans Division has cordially invited the Board to have its next meeting in that city. The Board has replied thanking the Division for its offer and advising that it will be taken under advisement and every consideration given it.

PENSION FOR LAY MEMBERS OF THE BOARD

The Board ruled that lay members of the Board, on their retirement, should be given a pension of $50.00 per month and the matter was referred to the International President with instructions to carry out the intent of the idea.

This matter will be dealt with later.

PURCHASE OF SCREEN SCRIPT DEPICTING THE HIGHLIGHTS OF THE HISTORY OF THE BROTHEROOD, ITS RISE AND PROGRESS, PRESENTED

The Board ruled that it would be beneficial for the Organization to purchase a screen script depicting the highlights and progress of the Organization, graphically presented for union service. The same machine could be used at the Convention to present the civil rights report.

Fraternally submitted

A. Philip Randolph,
International President

M. P. Webster,
1st Int'l Vice-President

Bennie Smith,
2nd Int'l Vice-President

E. J. Bradley,
3rd Int'l Vice-President

C. L. Dellums
4th Int'l Vice-President

Ashley L. Totten,
Int'l Secretary-Treasurer

Thomas Patterson,
Secretary, Int'l Executive Board

J. Benoit
A. R. Dailey
Henry Yates
J. Bell, Sr.
John C. Mills
G. C. Garren
INTERNATIONAL EXECUTIVE BOARD, BROTHERHOOD OF SLEEPING CAR PORTERS

A pre-convention meeting of the Board, completing this report, was held in this city on September 9, 10 and 11. Due to the length of this report, it will be completed at the afternoon's session.

President Randolph: Fellow delegates, the report of the International Executive Board is quite lengthy, and we have run far beyond the time set by the Rules Committee for the sessions of the convention. In view of the fact that we want to return to listen to another attorney for the organization, dealing with the M-K-&-T case, I am going to adjourn the convention now, unless there is some objection so that we may return in an hour, at two-thirty, to resume the work of the Convention. If there is no objection—

Brother W. H. Bowe (New York): Before adjournment, I would like, if I am in order, today being the 68th birthday of our Third International President, I think it is fitting—

President Randolph: I think your motion is out of order, Brother Bowe. That is why we have cut this reading of the report.

Brother Bowe: All right.

President Randolph: Now I want to read off to you the members of the Resolutions Committee so that the Resolutions Committee may get to work as early as possible: M. P. Webster, Bennie Smith, E. J. Bradley, C. L. Dellums, Ashley Totten, T. T. Patterson, T. D. McNeal, A. R. Blanchette, Ralph Thornton, Ernest Smith, C. E. Grooms, C. E. Samonte, Clarence Scott, L. O. Manson, A. Stewart, M. H .Henry, J. B. Caviness, C. H. Lee, M. Gregory, Frank Boyd, J. E. Clayborne, W. C. Mills, W. H. Bowe, D. La Roche.

Now, on the Grievance and Claims Committee: I have tried to put the Presidents and Secretary-Treasurers who are members of Grievance Committees on this Committee inasmuch as we are going to have an all day clinic, if we are able to provide the time, under the leadership of Brother Dellums, for the purpose of exploring all procedures, techniques and so forth for the handling and adjustment of grievances and claims: Calvin Raullerson, C. L. Dellums, T. W. Culpepper, L. S. Thomas, A. R. Johnson, George Bingham, Maceo White, E. E. Threadgill, A. L. Payne, W. A. Northrup, S. L. Johnson, J. E. Brown, J. W. Althouse, W. J. Thomas — if I have gotten any of these initials wrong, you know who they are — Anthony Smith, L. R. Williams, S. H. Grant, E. A. Bryant, C. D. Miller, L. Chevalier, A. C. Speight, R. Thompson, R. Norman, L. B. Thompson, R. D. Blackman, S. W. Bennett, Marcus Dash, J. P. Davis, H. E. Jones, L. M. Fisher, B. C. Hemphill, Walter Jones, S. J. Whitaker.

Now the Train Porters Committee: T. D. McNeal, C. J. Smith, O. F. Hunter,

Fred Gregory, Ben Baker, W. Heintz, Clyde Lewis, J. F. Smith. Now there may be others who will be added to the list because we don't have all of the credentials in, and as rapidly as the credentials are given over to the Credentials Committee, the people will be assigned to the appropriate committee.

And, may I say, that all of the train porters will be put on the Train Porters Committee, so that if I have omitted any of your names, I want you to attend the Train Porters Committee conference and you will be appropriately signed by the chairman when we get your names from the Credentials Committee.

Brother McLaurin: You have Ben Baker there. He is a Pullman Porter.

President Randolph: That is a mistake.

Brother Ben Baker (Savannah): I would like to be placed on the Grievance and Claims Committee because I am on the Board in my District.

President Randolph: All right, we will put you on the Grievance and Claims Committee.

Now, the Committee on Organization and Education: C. L. Dellums, D. W. Johnson, O. W. Page, Fred W. Winn, C. J. Frederick, W. L. Johnson, J. C. Gray, F. C. Rush, A. W. Lawrence, W. E. Smith, O. Owens, W .J. Bryant, H. A. Rock, B. L. Wilson, Sam Broida, C. R. Nelson, Edward Melton, R. A. Heston. Now some of these names which are put on the Committee of Organization and Education, are presidents and secretary-treasurers who may wish to be in the clinic on Grievances and Claims, and I think the time of the work of these various committees may be so adjusted to enable you to go from one committee to the other.

Now, the Storeroom and Non-Clerical Employees group: Benjamin F. McLaurin, and we don't have the completed lists of the credentials of the Storeroom and Non-Clerical Employees as yet, but I do want to say that all of the non-clerical storeroom employees will be on the Committee headed by Brother McLaurin, and he will set a time for the meeting and all of the grievances that you have will be submitted and talked about in the conference headed by Brother McLaurin.

Now, as the convention goes on, and delegates arrive and credentials are submitted, these delegates will be assigned to various committees, but I hope that the Resolutions Committee and the Grievance and Claim Committee will get to work right away as well as the Train Porters and the Non-Clerical group, because we want to have reports submitted as rapidly as possible to the Convention.

This afternoon, when we are returning, the first thing we will listen to will be an address by Attorney Clif Langsdale, who will talk about the M-K-&-T case. Following that, if there is anything else before the Convention, we will talk about it, and then we will complete the report of the International Executive Board, and then adjourn, so the Committees may be able to get to work.

I now declare the Convention adjourned until two-thirty p.m.

The Convention adjourned at one forty-five o'clock.

TUESDAY AFTERNOON SESSION

September 14, 1948

The Convention Reconvened at Two-forty o'clock, International President Randolph Presiding

President Randolph: Will the Delegates kindly take their seats. We are going to begin with the session, immediately.

We will now listen to the resumption of the report of the International Executive Board by Brother T. T. Patterson, the Secretary.

I want to appoint Brother Bowe and Brother Smith to escort Attorney Langsdale to the platform.

(The audience arose and applauded as Attorney Clif Langsdale was escorted to the platform.)

President Randolph: We will now listen to the report of the International Executive Board, by Brother Patterson.

Brother Thomas Patterson: Supplementing the report of the Board I will now deal with the Pre-Convention work that was done by the Board between September 9th and 11th.

AGENDA
September 9th

1. Opening by Chairman Milton P. Webster.
2. Prayer by Brother James Bell, Sr.
3. Roll Call.

A Philip Randolph, International President.

Milton P. Webster, 1st International Vice-President.

Bennie Smith, 2nd International Vice-President.

E. J. Bradley, 3rd International Vice-President.

C. L. Dellums, 4th International Vice-President.

Thomas Patterson, Eastern Zone Supervisor.

J. R. Benoit
A. R. Dailey
J. Bell, Sr.
John C. Mills
G. C. Garran

Absent:

Ashley L. Totten, International Secretary-Treasurer.

Henry Yates

4. Minutes of previous meeting (by common consent the reading of these minutes was waived).
5. Corrections in the minutes of the previous meeting.
6. Report of International President Randolph and First International Vice-President Webster on the Denver Case.
7. Car Cleaners Situation.
8. Storeroom Non-Clerical Employes.
9. Grievances and Claims.
10. Train Porters and Chair Car Attendants.
11. The Missouri-Kansas-Texas Case.
12. Locomotive Firemen's Situation.
13. Honorary Membership Cards.
14. Matters to be taken up with the Pullman Company at a conference following the Convention.

AGENDA
September 10th

Present:

A Philip Randolph, International President.

Ashley L. Totten, International Secretary-Treasurer.

Milton P. Webster, 1st International Vice-President.

Bennie Smith, 2nd International Vice-President.

E. J. Bradley, 3rd International Vice-President.

C. L. Dellums, 4th International Vice-President.

Thomas Patterson, Eastern Zone Supervisor.

J. R. Benoit
A. R. Dailey
J. Bell, Sr.
John C. Mills
G. C. Garran

Absent:

Henry Yates

15. Rule 43.
16. Transportation of Pullman Porters.
17. Request of the Los Angeles Local for Monthly Subsidy from International.

18. Subsidy for Local Delegates to the Convention.

19. Report of Sub-Committee on Finances to the Board.

20. Report on Group Insurance Policies.

AGENDA

September 11th

Present:

A. Philip Randolph International President.

Ashley L. Totten, International Secretary-Treasurer.

Milton P. Webster, 1st International Vice-President.

Bennie Smith, 2nd International Vice-President.

E. J. Bradley, 3rd International Vice-President

C. L. Dellums, 4th International Vice-President.

Thomas Patterson, Eastern Zone Supervisor

J. R. Benoit
A. R. Dailey
J. Bell, Sr.
John C. Mills
G. C. Garran
Henry Yates

Absent: None

21. Further discussion of the Report of the Sub-Committee on Finances to the Board.

22. The Proposed $10.00 Per Year Permanent Tax.

23. The New York, New Haven and Hartford Case.

24. Pension by the Organization for Lay Members of the Board.

MINUTES OF THE PRE-CONVENTION MEETINGS

Of The

INTERNATIONAL EXECUTIVE BOARD
BROTHERHOOD OF SLEEPING CAR PORTERS

Held At The

GOTHAM HOTEL,
DETROIT, MICHIGAN

September 9-11, 1948, Inclusive

AFTERNOON SESSION

September 9th

1, 2, 3, 4 and 5, Inclusive

The International Executive Board of the Brotherhood of Sleeping Car Porters convened in the Gotham Hotel at 1:30 P.M., Sept. 9, 1948. Brother M. P. Webster, First International Vice-President and Board Chairman, presided. Bro. Thomas Patterson, Eastern Zone Supervisor, was secretary. The meeting was opened by a prayer rendered by Brother James Bell, Sr. At the roll call there were eleven members present and two absent. The reading of the minutes of the previous meeting was waived by common consent since each member had been supplied with a copy of the minutes and was familiar with the contents. The following corrections in the minutes of the previous meeting were suggested by Chairman M. P. Webster:

(a) In the report of the special committee to study the finances of the Brotherhood, it was recommended that four girls be eliminated from the payroll of the New York Office. When this matter was discussed at the last Executive Board Meeting, International President Randolph suggested that the handling of this question should be left to Brother Ashley L. Totten, the International Secretary-Treasurer.

(b) Item 7 on Page 2 of the minutes of the previous Executive Board Meeting (Discontinuance of Christmas Fund to International Officers) needs clarification. It should be corrected to show that in the checking of the financial report of the International Organization, an item of $795.00 was shown for Christmas funds to the International Officers of the New York Division, to furloughed employes, and to the office employes. The motion was made by Brother E. J. Bradley instead of by Brother M. P. Webster as shown in the minutes, and was seconded by Brother Dailey. A decision was reached that the International funds should not be used in the future for Christmas funds to officials or employees.

(c) Item 24 on Page 7 of the minutes of the previous Executive Board Meeting (Pension by the Organization for Lay

Members of the Board) was questioned by Brother C. L. Dellums, who wanted to know if this was a general matter. If the item stood as it was, he would raise an objection to it. After a discussion on the matter, it was moved by Brother C. L. Dellums and seconded by Brother John C. Mills that the decision should be referred back to the Board for reconsideration and approval.

6. Report of International President Randolph and First International Vice-President Webster on the Denver Case.

Chairman M. P. Webster read the report signed by himself and Brother Randolph regarding the Denver case. It was moved by Brother C. G. Garran and seconded by Brother John C. Mills that the report on the Denver situation as submitted by the International President and the First International Vice-President be received, and that they be commended for their work in the action taken. The motion was passed unanimously by the Board.

7. Car Cleaners Situation.

On the question of the Pullman Carmen, including car cleaners, it was reported by the International President that we had been removed from the ballot because we didn't have sufficient authorization cards to qualify, but in the interest of many of the loyal people in the yards who stuck with the Brotherhood, we carried on a write-in campaign during the election. The result was that some 1600 people wrote in our name as their selection. Of course, this was insufficient, and the result was that the Carmen's Union won the election.

It was recommended that the International President send out a communication to all of our people connected with the carmen's group expressing our appreciation of their support, pointing out that the election was lost because a sufficient number of carmen did not support us, that we put everything we had behind it, and spent a considerable amount of money, and because of the lack of this support, we did not prevail. Now that the Carmen have won the election, we are no longer participating in that field.

By common consent of the Board, the foregoing recommendation was accepted on the car cleaners situation.

8. Storeroom Non-Clerical Employees.

It was recommended by the International President and accepted by the Board that we proceed to negotiate an agreement for the storeroom non-clerical employees with The Pullman Company at the earliest possible date following the Convention. It was further recommended that the delegates for the storeroom non-clerical employees attending the Sixth Biennial Convention be called into a conference with the International Officers for the purpose of determining what changes or what suggestions they might desire in reference to a new agreement. A committee will be selected from the group at the Convention to cooperate with the International Officers in bringing about a successful conclusion of writing the agreement. In the meantime, every effort should be made in every district to contact storeroom non-clerical employees directly for the purpose of getting their actual support in the Organization's efforts. These recommendations were accepted by common consent by all the members of the Board.

9. Grievances and Claims.

The Chairman called to the attention of the Board the fact that in a number of cases before the Company on appeal, information was revealed to the Company that the Brotherhood was not interested in one of the cases and that the one individual case should be sacrificed in the interest of the other four. This matter was brought to the attention of the Organization by Mr. Leach. He was advised by the Organization's representative that the Organization had no special interest in the individual and that all the cases were on the same basis. But when the decisions were rendered, four of the individuals involved were returned to the service, and the fifth man was left out.

The Chairman suggested that in view of this occurrence, definite instructions be given to the Local Grievance Committees and Local Officers that after the case leaves the Local Division on appeal, the Local Officer or Grievance Committeeman has no further jurisdic-

tion over it. They should be instructed to refer any inquiries about the case to the International Officer who is handling the appeal.

It was recommended by Brother C. L. Dellums that the matter be referred to the Committee on Grievances and Claims with the further recommendation that the Committee on Grievances and Claims outline a set of instructions for handling grievances step by step with special emphasis on the particular point raised here. It was moved by Brother E. J. Bradley and seconded by Brother A. Philip Randolph that this recommendation be carried out.

10. Train Porters and Chair Car Attendants.

It was recommended by the International President that we proceed to contact the Santa Fe Railroad Company immediately following the Convention in order to try to move up the date for a conference to begin negotiating an agreement for chair car attendants and train porters. The International Officers should further attempt to indoctrinate the representatives of the Santa Fe group on the program of the Organization with emphasis on the fact that the main thing to be accomplished is saving their jobs, and while so doing, every other effort should be made to keep up the spirit and morale of this group. It was moved by Brother Bradley and seconded by Brother Garran that the recommendations be carried out.

11. The Missouri-Kansas-Texas Case.

International President Randolph reviewed the Missouri-Kansas-Texas Case, pointing out that the United States Circuit Court of Appeals reversed the decision of the United States District Court in Kansas City, which granted us an injunction. An appeal was made to the United States Supreme Court for a writ of Certioria which was denied by the Supreme Court on the grounds that all remedies had not been exhausted because of the fact that we did not take the matter to the Mediation Board. However, the reversal of the injunction is now held in abeyance pending the present procedure in taking the case to the National Mediation Board.

A hearing was held in Dallas, Texas, before the National Mediation Board on August 30, 1948, at which the parties could not be reconciled. Since that hearing, the Mediation Board has recommended that the matter be submitted to arbitration. The Brotherhood of Sleeping Car Porters has accepted this recommendation, and at the present time we are awaiting the decision of the other parties. If the decision of the other parties is against arbitration, and after the final conclusion of the case by the National Mediation Board, the matter will be taken to the United States District Court again. According to the advice of our attorney, Mr. Clif Langsdale, our chances of prevailing are good.

It was further pointed out that this case, along with the Santa Fe Case, far transcends the keeping of the jobs of the two groups. It involves also the destruction of a pattern in the railroad industry which, if not eliminated, may eventually affect other large groups of Negro Railroad workers. It was moved by Brother J. R. Benoit and seconded by Brother Dellums that the report made by International President Randolph be accepted and that the International Officers be directed to aggressively continue this fight in the courts for both the Missouri-Kansas-Texas Case and the Santa Fe Case.

12. Locomotive Firemen's Situation

The International Executive Board wishes to go on record as continuing to support the case of the Locomotive Firemen before the courts with the view in mind of breaking down the Southeastern Conference Agreement, which is an obvious discrimination against colored Locomotive Firemen in the south. If this case is not won, it will only be a matter of time when every Negro Locomotive Fireman will be eliminated from the engine cabs on the railroads in this country. In the event the case is lost, it shall be the policy of the Organization to appeal the case to the United States Supreme Court.

Supplementing the work of the Organization in the courts in behalf of the Negro Locomotive Firemen, the Brotherhood of Sleeping Car Porters plans to

hold a conference of all the colored Locomotive Firemen in Tampa, Florida in February 1949. At this conference, the whole history of the problems of the colored Locomotive Firemen will be reviewed, and a program mapped out for the purpose of continuing the fight in their behalf. It was moved by Bro. E. J. Bradley and seconded by Brother C. G. Garran that the recommendation by the International President be carried out.

13. Honorary Membership Cards.

It has been agreed by common consent that Brother Ben Hiller and Brother Wolfolk be given honorary membership cards since they were among the original members of the Brotherhood of Sleeping Car Porters who were discharged in the early days of the movement and who have been engaged in other lines of work for quite some time.

14. Matters to be taken up with the Pullman Company at a conference following the Convention.

(a) Sleeping facilities for porters.

(b) Storeroom Non-Clerical Employees contract.

c) The case of A. G. Struckins, New Orleans, who was refused a pass on the Sunset Limited, to return home from Los Angeles to New Orleans due to the passing of his sister, by District Superintendent Fitzgerald, who claimed that the Southern Pacific did not give any passes to any employees on the Sunset Limited.

(d) The case of conductors refusing to permit porters who have been given permits for beds while deadheading, to get their rest until two or three o'clock in the morning when there are many accommodations available.

(e) The reduction of preparatory time on light weight cars will be taken up from the angle that the runs have been unpooled and the Company is attempting through this particular method to do just what was done when the runs were pooled.

The meeting was adjourned until September 10, 1948 at 12:00 Noon, Daylight Saving Time.

AFTERNOON SESSION
September 10th

The International Executive Board reconvened on September 10, 1948, at 1:30 P.M. with twelve members present and one absent. The order of business was continued as follows:

15. Rule 43.

On the question of the construction of that part of Rule 43 referring to discontinuance of lines due to acts of God, after an explanation by Brother Garran of New Orleans, it was moved by Brother Totten and seconded by Brother Bradley that the matter be referred to the Agreement Committee for further study and taken up with other proposed changes in the agreement at that time.

16. Transportation of Pullman Porters.

On the question of transportation for Pullman Porters, it was brought to the attention of the Board that the Company had refused to give Pullman Porters transportation on certain trains in emergencies which appeared to work a hardship on individuals. It was moved by Brother Garran and seconded by Brother Bell that this entire question of transportation for porters be taken up by the International President with the Company as soon as it could be done.

17. Request of the Los Angeles Local for Monthly Subsidy from International.

In reference to a request of the Los Angeles Local for a subsidy of $40.00 per month to augment the Local finances, it was moved by Brother Dellums and seconded by Brother Bradley that the subsidy be granted. The motion was passed unanimously by the Board.

18. Subsidy for Local Delegates to the Convention.

On the question of Local delegates to the Convention the matter was discussed by all members present. The consensus of opinion was that when the matter was handled in the Convention in 1942, the idea of subsidizing delegates of Local Divisions to the Convention was only intended to apply to the very small Locals. This idea of subsidizing Locals was brought about by a comment made by the delegate from Spokane, which at that time only had 10 or 12 paid up members.

The Board recommended in a motion made by Brother Randolph and seconded by Brother Bell that the Organization confine itself to the interpretation of subsidies to Local delegates to the Convention as it was originally intended, that it only apply to very small Locals, and that the Locals be urged to begin immediately after one Convention to prepare to send their delegates to the next Convention. The recommendation was passed unanimously by the Board.

19. Report of Sub-Committee on Finances to the Board.

The Chairman read the report of the Sub-Committee on Finances to the International Executive Board. It was moved by Brother Randolph and seconded by Brother Smith that the report on finances be received and adopted.

The Board then took up the question of how expenditures could be curtailed. Secretary-Treasurer Totten submitted a sample of a new dues book and working card combined which would cover a period of seven years. It was designed to save considerable expense due to the elimination of large dues books, working cards, and stamps. It was moved by Brother Randolph and seconded by Brother Mills that the recommendations by International Secretary-Treasurer Totten for a change in the dues books and working card to confer with the sample presented be adopted with the change recommended by Brother Dellums that a place be provided in the book for the date of payment of each month's dues. The motion was passed unanimously by the Board.

It further developed that the biggest item of expense was for travel and maintenance. The International Secretary-Treasurer made a report on the amount of money involved in the traveling and maintenance of International Officers with the exception of Brother Webster. It was further recommended by the Board that all International Officers make an immediate effort to curtail traveling as much as can be done consistent with the welfare of the Organization, and further that the Committee on Finances be directed to study in detail the past traveling activities of the International Officers with the view of determining what character of trips have been made in the past that could be eliminated in the future. It was moved by Brother Bradley and seconded by Brother Dailey that this recommendation be adopted.

The next item in the report which was discussed was the question of monthly reports from the International Secretary-Treasurer. It was recommended by Chairman Webster that the Secretary-Treasurer's reports be made to the Board once per month. It was moved by Brother Randolph and seconded by Brother Smith that this recommendation be adopted.

20. Report on Group Insurance Policies.

Mr. Jones of the Beneficial Life Insurance Company came into the meeting and read to the Board some matter concerning the benefits of the group insurance policies, copy of which is attached hereto.

The meeting was adjourned until September 11, 1948, at 12:00 Noon, Daylight Saving Time.

AFTERNOON SESSION
September 11th

The International Executive Board reconvened on September 11, 1948, at 12:30 P.M. with thirteen members present. The order of business was continued as follows:

21. Further Discussion of the Report of the Sub-Committee on Finances to the Board.

In a discussion of the financial report for the period ending July 31, 1948, it reflected a substantial increase of income over outgo, yet a further analysis developed, from a point of view of permanent income (dues and fees), that it no doubt reflects a deficit. After a general discussion participated in by all members present, it was moved by Brother Randolph and seconded by Brother Bell that the Secretary-Treasurer and other International Officers involved be directed to keep the expenditures within the budget as set forth in the report of the Committee appointed by the International Executive Board to analyze the International finances as submitted under date

of March 10, 1948. The motion was passed unanimously by the Board.

22. The $10.00 Per Year Permanent Tax.

It was moved by Brother Dellums and seconded by Brother Smith that the International Executive Board propose to the Convention an amendment to the Constitution eliminating the $2.00 Convention Tax and substituting therefore an annual tax of $10.00 payable during the month of August each year. The motion was carried.

23. The New York, New Haven and Hartford Case.

The question of the New York, New Haven and Hartford Case was discussed, and the matter was left in the hands of the lawyers to handle to the best of their ability.

24. Pension by the Organization for Lay Members of the Board.

It was moved and seconded that the action taken by the International Executive Board at the last meeting in connection with Item 24 in the minutes of the Board entitled "Pension by the Organization for Lay Members of the Board" wherein it was stated that a $50.00 per month pension should be granted to lay members of the Board be rescinded. The motion was put to vote and was approved by all members present except Brother J. Bell, Sr.

It was moved and seconded that a pension of $50.00 per month be granted to Brother J. R. Benoit. The motion was approved unanimously by the Board.

It was moved and seconded that the matter of an increase in pension to Brother John C. Mills be referred to the International President and left to his discretion as to what amount of increase should be granted. After a discussion of the matter, the motion was withdrawn.

It was moved and seconded that Brother John C. Mills, pension be increased from $65.00 per month to $100.00 per month. The motion was passed unanimously by the Board.

It was moved and seconded that Brother James Bell be granted a pension of $50.00 per month. The motion was approved unanimously by the Board.

The meeting of the International Executive Board of the Brotherhood of Sleeping Car Porters was adjourned until Saturday, September 18, 1948, at 1:00 P.M., when it will be convened for the post-convention meeting of the Board in Detroit, Michigan.

Respectfully submitted,
M. P. Webster, Chairman
International Executive Board
Thomas Patterson, Secretary
International Executive Board

This ends the report of the International Executive Board.

President Randolph: You have heard the Report of the International Executive Board. Are there any remarks?

Brother T. D. McNeal (St. Louis): In connection with this new dues book, is it to take the place of both the old dues book and cards?

President Randolph: Yes it is.

Brother McNeal: Then I think it is thoroughly impractical. It is a seven year book. We know we have an open shop on the railroads, and do not have the benefit of closed shop, where a man has to be a member to keep his job. With this book, a man might join the organization and write up his dues himself for seven years. Other members of the organization would have no way of knowing whether the entries in here are official. There is no provision made to provide for any official insignia or mark to show that he has paid the Secretary-Treasurer.

I think that is a serious innovation and something should be done about it prior to the time we adopt this new system of membership identification and record.

President Randolph: Brother Totten, do you want to comment on Brother McNeal's remarks?

Secretary Ashley L. Totten: Yes, Brother Randolph. I would like to say that the purpose of the new book is, first of all, to eliminate expense. We go through a considerable amount of expense in making working cards, quarterly working cards, and the due book stamps, and then receipt books which are sent to the individual Secretary - Treasurers. The whole thing is rather unwieldly and does

not serve any purpose, because as I pointed out in my financial report, numerous men from various districts do come in and show us dues books stamped up far ahead of any entries we have in our books in New York. The same thing is true of a man who will come in there with a book that has no stamps in it at all, and our books show that he is paid up.

It is difficult for us to stay in the International Office and handle these things through the various Districts. It is true that a man may stamp up his own book, but we can find it out. We can find it out just as quickly as a man who comes in there with a book that is not properly stamped or one that he has stamped himself.

We must know the name of the division Secretary and Treasurer. We do know it; and if a man will forge the name of a division Secretary-Treasurer, then he will forge anything else. That is something that we cannot overcome. But from the point of view of economy, we can certainly save a lot of money with a plan in the purchase of working cards and receipt books and dues stamps, by just having one book, where the Secretary-Treasurer is responsible to enter into it the dues. The book has a provision there for receipts, so that in the event that a Secretary-Treasurer issues a receipt, he is supposed to put in the line of the book the number of the receipt and the date he gave the receipt.

It is done for a question of economy and it would save a vast amount of money if we could introduce the book which would cover a seven year period, rather than to have new cards every quarter, and receipt books and dues stamps and then they are still not serving the purpose.

I want you to remember this: You have a large number of Secretaries who are getting stamps in accordance with the reports and do not give out the stamps to the members, so it is a waste of money.

President Randolph: Delegate McNeal, do you want to comment further on that?

Brother McNeal: I would like to. The Secretary-Treasurer is forgetting the reason we adopted a quarterly card. It is a psychological reason, and it worked. That is, a man had to have a new card of a different color every three months; and that has been quite helpful to those Local Officers who have the responsibility of collecting the dues.

Next, I think the Secretary-Treasurer is forgetting that there are people among us, in the membership, who carry a card to keep the good opinion of another man of his crew and why not. If we are going to furnish him with a seven year alibi that he can take care of himself, he might take advantage of it.

I don't think we should give him the temptation to do that. I think it is a false economy to do away with the working card. I have talked to a number of Delegates here who are Secretary-Treasurer of their Locals, the men who actually have to go out and collect dues, and every man who has seen this book says that from his point of view in his area it would be impractical. I think some additional consideration should be given this matter of the dues record, before final action on it is taken.

I think some of the people who have the job of collecting these dues ought to be given a chance to see this book and pass their opinion on it because, after all, the job on the local level is theirs, and the convention should give some consideration to that in this matter.

President Randolph: Delegate McNeal, do you think that were the convention to maintain the working card for the psychological value you suggest, in addition to the book, do you think that that would supplement it?

Brother McNeal: I think it would be a complete answer. I think the book is good except for the psychological end of it. We can keep the card—they are not so expensive—and have this book as a permanent record of a man's financial standing. The book and the card together would solve the problem.

President Randolph: I think that Delegate McNeal's observations are well taken. They have merit, and are worthy of consideration, as I see it. As a matter of fact, we did adopt the working card for psychological purposes solely.

Now, the question is, shall we continue to have the working card or shall we just have this book? Now we will hear from Delegate Bennett of Memphis.

Brother S. W. Bennett (Memphis, Tenn.): I would like to make a suggestion concerning that book. We have a resolution that is going to be presented to the Resolutions Committee suggesting a revised working card, providing a space to show the day the person is joining, and that will naturally show how long he has been a member, and that card can be revised to serve for a year instead of three months, although that revision is not included in the resolution. But the card can be revised to serve for a year, and that can cut down on the expense, and you can cut out the book altogether.

President Randolph: Is it your thought, Delegate Bennett, that this book can be cut out too?

Brother Bennett: Yes.

President Randolph: And that you have one card?

Brother Bennett: Just the card.

President Randolph: I see.

Vice-President Bradley: I thought the book was a very good thing. Many of the Delegates here do not know that I am the father of the quarterly card. I stated in the Convention in Cincinnati, in 1936, that I was tired of Porters fanning me under the nose with a blue dues stamp book that had two years with one stamp in it. I recommended that we get out a quarterly card and change its color quarterly so I would at least keep within three months of how he stood on sight of his card.

I do not think we ought to do away with the card. I think it has an important value to the organization in the recognition by one Brother of the financial status of another. I think we ought to maintain the quarterly card, but I think we ought to do away with stamps, and the former blue dues book.

Brother D. D. Dorsey (Dallas, Texas): Mr. Chairman, I would like to offer a suggestion; if this book is going to be used, it be used in the form as the Porter in charge and the conductor, picks up a Pullman ticket and punches out a representative's name on the Pullman ticket. When the Secretary-Treasurer signs this, let him take his Brotherhood punch and punch a hole through his name, and let the next man know it has been signed by the Secretary-Treasurer of the Local.

Brother S. Stringer (Richmond, Virginia): I feel the same way Brother McNeal does about that book. I think the Secretary-Treasurers ought to look at that book and see what they think of it. I don't say we should do away with the card. In order to have a card, we could have it for one year. A lot of them do not understand that book. We have not seen that book to understand it. You ought to let them look at the book and explain to them just what it means, and let them know how it functions. But that card could be held for a year.

Vice-President C. L. Dellums: Brother Chairman, I wish to move that that section of the report from the International Executive Board to the Convention that refers to the dues book and working card be deferred until the matter is considered by the Committee on Resolutions and Constitution.

Vice-President E. J. Bradley: I second the motion.

President Randolph: It has been regularly moved and seconded that that phase of the report dealing with the working card and the dues book be referred for the consideration by the Resolutions Committee. Are there any remarks? Hearing none, all in favor make it known by saying "aye"; contrary, "No." The "ayes" have it and so it is ordered.

Now we shall have a vote on the entire report. What is your pleasure?

Brother B. F. McLaurin (New York, N. Y.): I move its adoption.

Brother C. A. Johnson (Jersey City, N. J.): I move that the entire report be accepted, with the recommendation of thanks for the care and work that was apparent in its construction.

Brother J. W. Althouse (Omaha, Neb.): I second the motion.

President Randolph: It has been regularly moved and seconded. Any remarks?

Brother M. White (Buffalo, N. Y.): My remark is this: I do not understand what disposition the Executive Board made with those three Resolutions that were handed to them concerning Rule 40 last year.

President Randolph: I think that has been a long statement, Brother White, and I doubt whether you can go back and find what was in that report about those three resolutions; but no doubt they will come up again.

Brother White: I stretched my ears to the best of my ability.

President Randolph: Brother Patterson says that it was covered in there.

Brother White: It was covered, but that is the trouble—I don't understand the coverage.

Brother Patterson: What actually happened was that the matter was taken up with the Pullman Company. So certain interpretations were made regarding the rule, but the memorandum was not signed, pending the time when we go into negotiations, so that we would avoid making too many memorandums of understand. So as soon as we go into revising the agreement, that matter will be taken up with the company as a part of the agreement—the new agreement.

Brother White: The way I understand it, it is still on the vine.

President Randolph: That is right. Any other remarks?

Brother Marcus Dash (Montreal, Canada): Somewhere in the report there is a matter here written by Vincent Black to the International President, and I wish to state that this Mr. Black has not been connected with the organization for several years, and that has not been taken into consideration.

President Randolph: You have heard the comment of Delegate Dash. Any further remarks? If not, all in favor make it known by saying "aye"; opposed, say "no." The "ayes" have it and so it is ordered.

We will now listen to a Special Report to the Convention by a Special Committee of the International President and the International Vice-President. International Vice-President M. P. Webster will read the report.

Vice-President Webster: Mr. Chairman I am sorry. I was just about to receive my pay check from the Secretary-Treasurer when the President interrupted me. I hope he doesn't forget it. (Laughter).

Pursuant to recommendations made at the Fifth Biennial Convention of the Brotherhood of Sleeping Car Porters in Chicago, Illinois, 1946, in connection with the complaint filed by the then President of the Denver Division, Berry J. Slater, and 28 other men, International President Randolph, in a letter addressed under date of September 23, 1946, expelled B. J. Slater from the Brotherhood of Sleeping Car Porters both as an officer and a member, and suspended the following men of the Denver Division:

	Aaron Banks
James Baldwin	I. S. Saxton
Albert S. Fisher	Alfred Brown
Roscoe Crawford	R. M. Leali
Talbert Bartholomew	P. L. Walker
W. M. Franklin	Lester Thomas
E. McCoy	M. Broadnax
I. Culbreath	Jesse James
C. W. Jones	R. L. Henderson
J. H. Jones	J. C. Harris
P. Hainline	L. Cary
Wm. Hamilton	W. H. Davis
C. W. Rothwell	M. Bryant
Frank P. Freeman	F. Carter
Thos. H. Allen	

Under date of September 23, 1946, a letter was addressed to the membership in which the membership was advised of the action taken, copy of said letter is attached hereto and identified as Exhibit A. In the above-mention letter, the membership was advised that J. A. McBride, J. Doyle, and Frank Motley were appointed as Trustees to handle the business of the Organization until the Denver Division was reorganized.

After setting up the trusteeship and notifying the membership, International President A. Philip Randolph and International First Vice-President Milton P. Webster proceeded to Denver to hold meetings on October 12 and 13, 1946, in order that they might explain to the membership about the whole situation. However, on the morning of the 12th, while the above-mentioned International Officers were at the home of Brother G.

W. Head, C. W. Rothwell, one of the men whose names were signed to the complaint, appeared at the front door of Brother Head's home. Without waiting to be admitted, he opened the door, and it was found that he was accompanied by a process server, who served President Randolph and First Vice-President Webster with a court order, which in substance enjoined them from carrying out the instructions of the International Convention in the expulsion of Slater and the suspension of the other 29 members, and also enjoined the two above-mentioned International Officers from taking any action in that respect, pending the adjudication of the case in court.

However, International President Randolph and First International Vice-President Webster held the meetings as scheduled and explained to the members the action taken by the International Convention and the reason therefor, which action appeared to meet the approval of all the members present. In the meantime, the Brotherhood of Sleeping Car Porters retained counsel in the person of Henry Hornbein, who is the attorney for the American Federation of Labor in Denver, Colorado. He took charge of the case, and after investigating all of the facts, he advised us that the individuals involved were not on very sound ground and prepared to fight the case.

The case came to trial on the 14th day of November, 1946, and International President Randolph, First International Vice-President Webster, International Executive Board Member J. R. Benoit, and other members of the Organization were present at the hearing. Copy of the transcript of hearing is available but it is too bulky to be attached hereto.

The attorney for the complaining members called Mr. Randolph as the first witness for examination. The testimony given by Brother Randolph simply gave details of the Organization's set-up, how it operated, what its dues were, etc. After Brother Randolph had testified, B. J. Slater was called to the stand. In order that we might understand the significance of this whole set-up, certain excerpts from Slater's testimony are being submitted here verbatim. (Transcript of Hearing, Page 99-110)

This is the cross-examination of Brother Slater by the attorney for the Brotherhood.

BY MR. HORNBEIN:

Q. Now, Mr. Slater, you knew about the valuable rights incident to membership in the Brotherhood when you threatened to resign, didn't you? You knew what your rights were. You knew if you weren't a member of the Brotherhood the Brotherhood would not represent you in grievances, is that correct?

A. Yes.

Q. Yet you threatened to resign, is that correct?

A. Yes.

Q. You knew all of that?

A. Yes.

Q. Do you still feel the same way you did when you wrote this letter of September 12, when you said, "If the decision must stand as you and Brother Webster have given, then there is but one avenue to us, and that is to tender our resignation in the Brotherhood of Sleeping Car Porters, and endeavor to put our case before every division of the Brotherhood that we can get it before, and we will spread facts across the printed pages of this Nation"? Now, the decision did stand, didn't it?

A. Yes, it has.

Q. You are not protesting the election any more, you are accepting that decision, are you not?

A. Accepting their decision on the election?

Q. Yes sir.

MR. SHERMAN: The Denver election?

A. No.

Q. You are still protesting it?

MR. SHERMAN: I——

MR. HORNBEIN: Well, now, let him answer.

Q. Do you still feel the same way you did on September 12 when you said if your decision must stand we will get out?

A. My action since that time proves my attitude.

Q. What is your attitude?

A. I am still in the organization.

Q. You don't want to resign, then?

A. Certainly not.

Q. Your attitude has changed, is that correct?

A. Mr. Hornbein, I will say at the time that letter was written there were naturally some feelings here that we had not been given a proper hearing, and that we were just simply trying to induce our International President to come to the convention—I mean to come here, and settle the matter, and we had no intention of pulling out of the organization. It was just a matter of trying to get him here, that was all.

Q. So you didn't mean what you said when you said you were going to resign, you were just bluffing, is that right?

A. Anyone who happens to be talking under the strain of high feeling will naturally say some things at that time that they wouldn't say if they were normal.

Q. That is what I am getting at. Then you didn't take that position that you were going to resign if they didn't change their decision, is that right?

A. Yes, that is right.

Q. But that was what you said on September 12, and you signed your name to that.

A. That is right.

Q. What caused that change of opinion.

A. As I have explained already, it was not a matter of opinion. It was the stress under which we wrote the letter.

Q. That was not an opinion, it was just stress of emotion, is that correct?

A. Yes.

Q. Why didn't you attend the convention? You were a duly elected delegate, were you not?

A. That is right.

Q. Why didn't you attend?

A. I had no credentials.

Q. How does that work? Who is supposed to give them to you?

A. The Secretary-Treasurer of the local division.

Q. Do you know whether or not he had the credentials?

A. I do not.

Q. Did you make any attempt to get the credentials?

A. I did not.

Q. As a matter of fact, you stated in your letter to Mr. Norman, We are staying away from the Convention in protest of the decision rendered by our Zone Supervisor." So it wasn't because you had no credentials that you stayed away?

A. Mr. Hornbein, that letter is dated September 16. That was after the convention had started. We didn't have the credentials. We were supposed to get them returned to the International in New York fifteen days prior to the starting of the Convention in all cases where I have gone to conventions. In 1940 the Secretary-Treasurer sent the credentials to me to present in the meeting in order that I might sign them and return them to New York. In 1940 he mailed them out to Englewood to my home. It wasn't a case of I should ask him for them. He gave them to me all the time. I didn't get them, and I say I didn't have the credentials.

Q. So that was the reason you stayed away from the convention, because you didn't have any credentials, is that correct?

A. Sure.

Q. So when you stated in this letter, We are staying away from the convention in protest of the decision rendered by your Zone Supervisor," that wasn't true?

A. We put that in that letter, Mr. Hornbein, because we didn't want to state that at that time we didn't get the credentials.

Q. That wasn't the reason, then, you were staying away. It wasn't a true statement, was it?

A. That was partly true.

Q. Now, Mr. Slater, you have raised the issue about these 40 ballots—first, let me ask you this: You said there were only 143 paid up members. Now, is it not correct that at the time of the election there were 141 active Brotherhood men, 16 retired Brotherhood men, and 10 Denver and Rio Grande men, making a total of 167, is that correct?

A. At the time of the election that was what the Secretary-Treasurer gave me.

Q. The question was about whether

these retired men, the Rio Grande men, should vote. That is the difference between the 141 you spoke about and the 167 that got ballots, is that right?

A. No, that was 16 retired men.

Q. Yes, and 10 Denver & Rio Grande men?

A. Yes.

Q. That made up the difference between 141 and 167. Well, now, anyway, in this protest that was sent on August 6 to Mr. Webster there was nothing said about those missing 40 ballots was there?

A. No protest at that time.

Q. Not a word about any 40 ballots?

A. No.

Q. Was the reply that you received from Mr. Webster ever presented to the membership of the Denver Division?

A. It wasn't presented to the membership of the Denver Division.

Q. Did the membership of the Denver Division ever authorize you to go over the head of Mr. Webster and protest to Mr. Randolph?

A. Mr. Hornbein, the individuals have that right. It doesn't have to be authorized.

Q. All right, true enough. Just answer the question. Did the local division ever authorize this protest to President Randolph?

A. The members who protested the election authorized my giving the matter to Mr. Randolph.

Q. How many was that?

A. Sixteen.

Q. The fact was the local membership never had a chance to authorize or disapprove of a protest. You never called a meeting, is that correct?

A. I didn't call a meeting, but—

Q. There was no meeting held after August 5?

A. No.

Q. Did the membership ever authorize the bringing of this lawsuit?

A. What membership?

Q. I am talking about the Denver Division. Did they ever authorize the bringing of this lawsuit?

A. You mean the entire membership?

Q. Certainly.

A. No.

Q. Now, Mr. Slater, at the meeting on July 5 it was decided how this election was going to be conducted, is that correct?

A. I don't recall the date, but I—

Q. Well, that apparently—

A. That was the time, I presume.

Q. You signed these minutes, I see, these minutes for the meeting of July 5—

Mr. Hornbin: I had better have these marked as exhibits.

(The papers presented were marked for identification. Defendants' Exhibits 5, 6, and 7.)

Q. Will you identify Defendants' Exhibit 5, which purports to be the minutes for the meeting of July 5, is that correct?

A. No, this is not the original copy of these minutes.

Q. Where is the original copy, do you know?

A. I don't know.

Q. How is that worked? Who writes up the original minutes?

A. The minutes as a rule are taken on a pad, and then the Secretary-Treasurer enters them at times; sometimes someone else enters them.

Q. Well, do these minutes correctly state what happened at the meeting.

A. No, not to my knowledge.

Q. Wherein do these minutes differ from the actual proceedings?

A. I can tell you in part what transpired at the meeting relative to these ballots.

Q. All right, you already told that. But is there anything in these minutes that is incorrect pertaining to those ballots?

A. There is something left out, something omitted in there, according to my recollection.

Q. All right, I will ask you a question, then: Now, is it true that a motion was made and seconded and carried that the ballots would be handled through the United States mail?

A. Yes.

Mr. Hornbein: That is all I wanted to bring out.

Mr. Sherman: That is Defendants' Exhibit 5. You are not offering that?

Mr. Hornbein: Not at this time.

Q. That is the way the ballots were handled in 1944, isn't it?

A. Yes, 1944.

(Thereupon a paper was marked for identification Defendants' Exhibit 8.)

Q. I hand you Defendants' Exhibit 8, and ask you if that is a typical envelope that was used to return those ballots after they had been marked by the Secretary-Treasurer?

A. Yes.

Q. And the ballots were brought in these sealed envelopes to the meeting, the open meeting of August 5, placed before the tellers, and the tellers opened the envelopes, is that correct?

A. Yes.

Q. There is nothing on this envelope or any other envelope to indicate who had submitted the ballot, is that correct?

A. No, there is nothing on there.

Q. And the same system was used in 1944, is that right?

A. 1944, yes.

Q. Now, Mr. Slater, you verified the complaint in this case, and I believe you say that you were authorized to bring this law suit in behalf of yourself and the other twenty-eight plaintiffs, is that correct?

Mr. Sherman: No, he doesn't say that. If the Court please, the verification speaks for itself. It is contrary to what he says.

Q. I will ask you did the other plaintiffs authorize you to bring this law suit?

A. The other plaintiffs, yes.

Q. Yes?

A. Sure.

Q. For example, Mr. Cary, did he authorize you to bring this lawsuit?

A. Mr. Cary had decided otherwise prior to this suit.

Q. How is that again?

A. Mr. Cary at the time of the suit being brought had refused his statement relative to the controversy.

Q. So he never authorized you to bring this law suit, is that correct?

A. Not Mr. Cary.

Q. I see. But his name is on here as a plaintiff.

A. Yes, it is on there as a plaintiff.

Q. Did Mr. Hainline ever authorize you to bring this law suit?

A. Hainline?

Q. Yes, Mr. Hainline.

A. No.

Q. He is listed as a plaintiff. Did Mr. Jesse James ever authorize you to bring this suit?

A. No.

Q. Did Mr. C. W. Jones ever authorize you to bring this law suit?

A. C. W. Jones?

Q. Yes, sir.

A. Yes.

Q. When did he authorize you to bring his suit?

A. C. W. Jones, I don't remember the date, but C. W. Jones was one of the —is one of the plaintiffs.

Q. Well, so is Mr. Cary, so is Mr. Hainline, so is Mr. James.

A. Well, wait Mr. Hornbein.

Q. Yes, sir.

A. You must understand that when the case was signed—there was a lapse of time between this day and the day it was signed, and some of those men have been accosted relative to getting back into the organization, and Hainline hadn't told us, but he told me the reason why he signed the affidavit, was that he would be blackballed from the organization if he didn't take his name off that protest.

Q. Now, you said that Mr. Hainline never authorized you to bring this law suit, is that correct?

A. Yes.

Q. How is it his name is listed as a plaintiff?

A. I have explained that already, Mr. Hornbein.

Q. It hardly explains that. Here you purport to bring a law suit in the name of somebody. Now you say he doesn t authorize it—

Mr. Sherman: I object to that as contrary to the fact. The complaint shows he isn't representing them in the suit. The complaint shows that each individual sues separately and expressly. So this is not a suit by Slater for others. This is a suit by Slater and the other plaintiffs. If any of the plaintiffs have retracted for various reasons, that has nothing to do with this witness or with

any other issue in the case. As far as this plaintiff is concerned, he has not withdrawn. If any of them have, let counsel—

Court: I apprehend this is what happened in connection with this case: Somebody went to counsel and stated the proposition that was involved in the case and gave him a list of the people that were either expelled or suspended, and counsel included all of the names in the complaint, on the theory that they had a common grievance, without express authorization from all of them, of course.

Mr. Sherman: Some twenty men came to see counsel for plaintiffs. I was informed that they were all in on it together. If any of them want to withdraw, that is their privilege. I don't represent anyone against his will or desire. As far as this witness is concerned, he is in the lawsuit, are you not, Mr. Slater?

The Witness: I am.

Mr. Sherman: As far as his testimony is concerned, he speaks for himself.

Mr. Hornbein: The only point, they say they make this verification on behalf of themselves and each of the other plaintiffs herein who have so authorized them. It seems to me there is falsification on the part of the men who verified this. It is a question of clean hands here.

Mr. Sherman: He is so authorized, though, to make the verification.

The Court: We will take a recess. I would like to see counsel on both sides and Mr. Randolph and this witness in chambers, if I may.

(Thereupon a recess was taken until 9:30 o'clock a.m., Saturday, November 16, 1946.)

In connection with the above-quoted testimony of Brother Slater, it can be readily seen that he was quite confused and did not confine himself to the facts. As stated by our lawyer at the conclusion of the examination, he is charged with making false statements. It will then be noted that the judge asked Slater, International President Randolph, and counsel for both sides to come in his chambers. After he retired to his chambers, some of the men who filed this complaint whispered to Slater as he was going into the judge's chambers and told him not to give up under any circumstances.

So we had the first conference in the judge's chambers at which time the judge pointed out to all concerned that he didn't feel that this controversy was serving any purpose, that it certainly would not be in the best interest of the Organization, and that he felt that the parties concerned ought to get together on the situation, and suggested that without prejudice to either side.

Then Brother Randolph made the following suggestion: First, certain statements made by Brother Slater and his fellow complaintants should be withdrawn, particularly the statements where they threatened to take the matter to the newspapers if they did not prevail. Second, he suggested that if these statements were withdrawn and the suit dismissed, all of the complaintants would be taken back into the Organization as members and not as officers. Third, he suggested that a trusteeship would be appointed over a period of several months and then the Denver Division would be reorganized and an election held.

This matter was taken by Brother Slater to the other members, and they conferred about it all the rest of the day. When they came into court the next morning, they did not appear to have reconciled themselves to any degree, and it was even suggested that they wouldn't settle the matter unless the Brotherhood of Sleeping Car Porters paid the men for all the money that they spent to bring the lawsuit. They were informed by the representative of the Organization that the proposition that we suggested was unusually liberal and that it must be accepted then and there, otherwise we would proceed with the case. Finally, Mr. Slater agreed to accept the proposition.

The following is the transcript of the proceeding in which the case was settled:

Denver, Colorado,
November 16, 1946

The trial was resumed, pursuant to recess.

Mr. Sherman: May it please the court, I desire to make a statement for the record on behalf of the plaintiffs in this action.

The evidence as revealed has shown that there has not been such a difference that cannot be harmonized by these parties. The plaintiff Slater has indicated in testimony statements which the witness President Randolph, President of the International Organization, has regarded as the basis for suspension and revocation of these members. The plaintiff Slater has stated that it was not his desire, nor the desire of any of the members who are plaintiffs in this action, to actually withdraw from the Organization; that the statements made were made during the stress and excitement of the circumstances.

I have, therefore, been authorized by each of the plaintiffs in this case to make the following statement for the record:

The statement is directed to the International Organization, the Brotherhood of Sleeping Car Porters: The plaintiffs in this case, No. A-50196, in the District Court of the City and County of Denver, Colorado, honestly believed that at the time the election was held in the Denver Division of your organization, in the summer of 1946, there were errors and irregularities in connection with said election, and a request was made to the Zone Supervisor and to the International Officers that a new election be held, and the grounds therefore were stated.

The protest and request were overruled and the matter was finally submitted to the Fifth Biennial Convention of the Brotherhood, which convention sustained the action of the Zone Supervisor and the International Officers, and directed the International President to take disciplinary action against the plaintiffs in this case.

Prior to the convening of said convention, Defendants' Exhibit 1 offered in this case, was signed by the plaintiffs, it contained certain statements which are now retracted, and the plaintiffs desire to state that the same was drawn under the stress of circumstances as then existing, and do now recognize that the properly constituted authorities of the Brotherhood are the International Officers during the interim between conventions, and that when the International Officers or the convention have spoken on a matter, it is final and binding upon members of the Brotherhood.

The plaintiffs desire to dismiss this action because they feel that their personal interests and the interests of their associates, not only in Colorado but throughout the nation, are best served when peace and harmony prevails in the organization and they wish to bring about that greatly desired result."

Mr. Hornbein: If your Honor please, in view of the foregoing, and with the understanding that the suit is going to be withdrawn, I am authorized to say, in behalf of the defendants, that they are perfectly willing to restore plaintiffs to full membership in the Brotherhood, and it is understood that a committee of trustees appointed by the International Brotherhood will supervise and conduct the affairs of the Denver Division until an election can be held by the Denver Division for officers in May of 1947. This election will be conducted by a committee appointed by the International Brotherhood.

The Court: When are the nominations to be made?

Mr. Hornbein: The nominations will be made in the month of April.

The Court: These reinstatements are to take effect when, Mr. Hornbein?

Mr. Hornbein: I think as of now.

The Court: Is that agreeable, Mr. Randolph?

Mr. Randolph: That is agreeable.

Mr. Sherman: It is also, I believe, the understanding that this election to be held in May will be a secret election—that is, the ballot box will be secret, and precautions will be set forth by the International to safeguard that election.

The Court: I think the record should show that it will be an election held in accordance with the constitution and rules of the International Organization, to be fairly and honestly conducted, to the end that the expression of the Denver Local may be ascertained, without interference on the part of anyone.

Mr. Hornbein: Certainly.

The Court: Now, do you desire to make a motion, Mr. Sherman?

Mr. Sherman: Yes. In view of this proceeding, the plaintiffs desire at this time to dismiss this action, each party to pay his own costs.

The Court: Is that agreeable?

Mr. Hornbein: That is agreeable.

The Court: It is so ordered. And may I say, gentlemen, that I congratulate you on the results obtained, because there is something bigger in this than a lawsuit, and I think your personal interests are best subserved by an adjustment under these circumstances. I am very glad that it could be adjusted because you boys render a very necessary service and you cannot afford in these days to be sitting around a court room listening to something like this; you have other work to do, and your International Officers have other things to do. I believe it is a fair adjustment of the situation, and I want to congratulate both sides on their fairness in approaching the situation because I think eventually it will rebound to the credit not only of the local but of the International Organization.

The action may be dismissed in accordance with the application of Mr. Sherman.

This is the conclusion of the court's order.

It can be seen from the above that it was agreed that all of these complaintants be taken back into the Organization as individual members, that a trusteeship be appointed to run the Organization, that in the month of April, 1947, nominations for officers should be made under the Brotherhood's Constitution, and that an election should be held in May, 1947. Whereupon the same Trustees above-mentioned were appointed to carry on the work of the Organization.

After the case was withdrawn and dismissed, before we could get back to our part of the city, some of these people were up and down the streets on what we call 'Five Points" spreading the story that the International had been beaten and that these complainants had prevailed.

However, the Local began to operate under the trusteeship of Brothers J. Doyle, J. R. Benoit, and Frank Motley, and it continued to so operate for several months until an election was held. International Vice-President Webster was forced to return to Denver on several occasions in the meantime to counteract propaganda that continued to be flooded to the Denver men about this situation.

Nominations for officers were held in April, 1947, and the election was held in May, 1947, with the following results: President, H. Doyle; First Vice-President, T. Bartholomew; Second Vice-President, O. T. Hooks; Secretary-Treasurer, J. R. Benoit; members of the Executive Board, J. A. McBride, George W. Head, Herbert Witt, Walter Jones, George W. Wells, E. A. Love, Frank G. Motley, I. Culbreath, Frank P. Freeman. Since that election the Denver Division functioned well and began to thrive. During the regime of President Doyle, the Denver group gave a dance and cleared some $300.00, the most successful affair that the Denver Division had ever given.

In the recent election held in June and July, 1948, the following men were elected: President, H. Doyle; First Vice-President, George W. Head; Second Vice-President, Hiliary Jackson; Secretary-Treasurer, J. R. Benoit; Members of Local Executive Board: George Wells, Walter Jones, George W. Head, J. A. McBride, I. Culbreath, Leonard Bryant, FL. G. Motley, E. A. Love, Frank P. Freeman.

It will be noted that Slater ran against Doyle for President in both elections held since the lawsuit. Slater was defeated 70 to 47 in the first election and 79 to 38 in the second election. It will also be noted that in both elections candidates were placed against Brother J. R. Benoit for Secretary-Treasurer. In the first election Brother Benoit received 78 votes and the next competing candidate received 31 votes. In the second election Brother Benoit received 81 votes and the next competing candidate received 26 votes. This is mentioned because it was around Brother Benoit that most of this controversy was centered.

These two elections will indicate that the rank and file were not in sympathy with the 29 members who created this controversy and took this case into court. Most of these members have come back into the Organization. Three of the men, so far as we recall, have never come back into the Organization, and two of these men who did come back have allowed themselves to become delinquents.

In justice to the men in the Denver Division, it should be emphasized that this controversy was confined to Slater and 28 other men who signed the complaint. It did not by any means represent the sentiment of the membership in the Denver Division. It will be noted that in the testimony of Brother Slater at the trial, it was drawn out of him by our counsel that he had not submitted this controversy to the membership, but took it upon himself to handle this controversy by holding meetings only with a selected few. The decisiveness of the vote against Slater certainly indicates the feelings of the men in the Denver District.

It appears that the Denver District will continue to thrive and play its part in developing the program of the Brotherhood of Sleeping Car Porters. We have had two meetings in Denver on the question of the proposed $50.00 tax at which a majority of the members were present. There was not one dissenting voice against the proposed $50.00 tax.

A. Philip Randolph,
International President
Milton P. Webster
First International Vice-President
(Applause)

BROTHERHOOD
OF SLEEPING CAR PORTERS
Chicago Division Headquarters
3456 S. State St., 5th Fl.
Chicago 16, Illinois
September 23, 1946

SPECIAL AND IMPORTANT BULLETIN TO THE MEMBERS OF THE DENVER DIVISION OF THE BROTHERHOOD OF SLEEPING CAR PORTERS:

Dear Sir and Brother:

Protest against the recent election was made by a number of members of the Denver Division including its recently re-elected President, its former Vice-President, several members of the Executive Board, and others. The whole question of this controversy was submitted to the International Convention of the Brotherhood of Sleeping Car Porters at 2:00 P. M., Thursday, September 19, 1946. The report and discussion involving this situation took up over 2½ hours of the Convention's time. Discussions were participated in by delegates to the Convention from many parts of the country, and it was the unanimous decision of this Convention that the President of the Denver Division, Mr. B. J. Slater, should be expelled. The International President was ordered and directed to take drastic disciplinary action against the President of the Local and all other members of the Denver Division who participated in this protest.

On this same date and in compliance with the direction of the Fifth Biennial Convention of the Brotherhood of Sleeping Car Porters, Berry J. Slater has been expelled both as President of the Denver Division and as a member of this Organization, and as of this date the following men whose names were signed to the Petitions sent in connection with this election have been indefinitely suspended from the Organization.

Berry J. Slater
James Baldwin
Albert S. Fisher
Roscoe Crawford
Talbert Bartholomew
W. M. Franklin
E. McCoy
I. Culbreath
C. W. Jones
J. H. Jones
Wm. Hamilton
C. W. Rothwell
Frank P. Freeman
Thos. H. Allen
Aaron Banks
I. S. Saxton
Alfred Brown
R. M. Leali
P. L. Walker
P. Hainline
Lester Thomas

M. Broadnax
Jesse James
R. L. Henderson
J. C. Harris
L. Cary
W. H. Davis
M. Bryant
F. Carter

Notices have already been sent to these men.

You are hereby notified that B. J. Slater and the other members who signed this protest are no longer members of the Brotherhood of Sleeping Car Porters. The Pullman Company and all other agencies with which we have to deal will be notified that B. J. Slater is no longer a member of this Organization.

The Fifth Biennial Convention also authorized and directed me as the International President to reorganize the Denver Local, and while it is in the process of reorganization, I have been authorized to appoint three or more members as trustees to supervise the work of the Local.

You are further advised that Brother J. R. Benoit will act as Secretary-Treasurer during the reorganization and will collect all dues and fees, and will handle all other financial transactions of the Organization. Until the Committee has been appointed, all members having grievances that the Organization must handle should bring the matter to the attention of Brother Benoit, who in turn will take it up with the International Vice-President in charge of the zone.

You are hereby also informed that Brother J. A. McBride and Brother J. Doyle have been appointed as two of the three men on the Committee who will handle the Local. The other member will be appointed as soon as possible.

I wish to further advise that Brother M. P. Webster and I will be in Denver at a very early date and call the Local together and analyze this situation in order that we might move ahead with the program that the Convention has provided for us.

The action of the Fifth Biennial Convention was unanimous. I urge you to cooperate with the Trustees and Brother Benoit in carrying out the functions of this Local Division.

Fraternally yours,
/s/ A. Philip Randolph
A. Philip Randolph
International President

EXHIBIT A — Page 3

President Randolph: You have heard the reading of the report by the Special Committee, which was appointed by the Chicago Convention for the purpose of handling the Denver Case. Are there any remarks?

Brother J. Doyle (Denver Division): I am the President of the Denver Division, and I want to say, on behalf of the Denver District, that we, as members of the Denver Local, have not been, I believe, done justice in this case for this reason: The Local was not involved in that case, and I want to say, on behalf of the Denver District, that we want members of other Districts to know that there were only a few men and not the entire Local to blame.

The Local was not called together, was not involved, and was not notified; and the men who disapproved of the action taken still went forward, and I want them to know that I, as President, intends to build the Local. We are trying to forget the whole thing, but we did not feel as though the President, at that time, did us justice. We felt this way about it: We felt that we were financial members. I feel that if anything comes up in the Local, and I think everybody feels the same way, that the entire membership should be notified about what is going on. (Applause). And if we cannot have that in a regular meeting, a special meeting can be called to let this come before the Local and see what they want to do.

I do not believe this is a one or two man organization. If we would attend our meetings and know what is going on, and know how to carry these things out, we won't have that kind of trouble. (Applause)

I want you to know that it was the men and not the Local. I feel this way: We do not feel too badly about it now, because we are doing things as we did before, and I hope that

in 1950 we will be able to bring you some kind of report that the whole International set-up will be proud of. I thank you. (Applause).

Vice-President Dellums: Mr. Chairman, I move that the report just submitted be received and adopted, and that the International Officers involved be commended for their actions in this case.

Vice-President Bradley: I second that motion.

President Randolph: It has been regularly moved and seconded that the International Officers involved in this report be commended for their actions in this case, and the report just submitted be received and adopted. Any remarks? Hearing none, all those in favor of the motion please say "aye"; those opposed, say "no". The "ayes" have it and so it is ordered.

Now, delegates, the Brotherhood of Sleeping Car Porters has been waging a relentless battle to prevent the Brotherhood of Railroad Trainmen from driving Train Porters off the head end of the trains. As a matter of fact, the Brotherhood of Sleeping Car Porters has been waging a fight to prevent the railroad industry from becoming a lily-white industry. We have discovered that forces are at work seeking to displace various classes of Negro railroad workers from their jobs.

We realize that it was not enough to make declarations against this condition because the struggle to displace Negro workers was being carried on by some of the most powerful railway unions in the United States of America and Canada.

Consequently, the organization employed counsel, and one of the outstanding and major cases is the Missouri-Kansas and Texas Railroad case, involving some 69 Train Porters. In this case, which will be explained to you at length and in detail, an effort has been made to run these men off the jobs, and the organization has accepted the challenge. We have carried this matter into the courts, and we believe that we are going to prevail. We have secured some of the most competent legal assistance in the entire country, especially in the field of labor law.

At this time I want to present to you one of the ablest of the attorneys in this country handling questions involving labor, Mr. Clif Langsdale.

(Applause)

Mr. Clif Langsdale: Mr. President, Delegates to the Sixth Biennial Convention, Ladies and Gentlemen: It is with a great deal of pleasure that I appear before this Convention and take the opportunity of addressing you. I assure you that it was not an easy task to get here. Just last night I was in Philadelphia taking part in a nationwide broadcast, in an effort to explain to the working people of this country the perils of the Taft-Hartley Act. It was in the nature of a forum over the ABC Network, all over the United States. It was put on by the Boilermakers' Union, of which I am general counsel, and have been for several years. It was participated in by the new Secretary of Labor, Mr. Maurice Tobin and Mr. McGowan, International President of the Boilermakers and myself.

I wish I had the time to warn you people of the danger to the labor movement of this country in letting the Taft-Hartley Act remain on the books.

Now, I came here at the request of your International President to give you some accounting of a lawsuit that I have been handling for the International involving the Train Porters of the M. K. & T.—the Missouri-Kansas & Texas System. For the benefit of anyone here who may not know what territory that system serves, it is Missouri, Kansas, Texas and Oklahoma. Does it serve part of Arkansas, Mr. McNeal?

Brother McNeal: No, it does not.

Mr. Langsdale: I have named the territory then. On that system they have train porters who work on the front end and do some little minor jobs like throwing a switch or checking a car, that probably would take them fifteen or twenty, or at the limit, 30 minutes on a trip, from one end of the system to the other. The Trainmen on those same trains have a man on the back end. Now, for more than 50 years that work has been done by Train Porters, Negro Train Porters. Long before there was a union, before they had anything to do with the union, the individual Train Porters had

individual contracts with the road requiring them to take care of those incidental duties that sometimes are taken care of by brakemen.

And in December—I think it was December 3rd, 1928, the Brotherhood entered into a contract with the Railroad Company which is still in existence, in addition to some amendments that do not in any way affect the issue that I am going to talk about.

During all of that time, these particular duties—and I might read the duties they were complaining of: "Such work as inspecting cars and passenger trains, testing signals and brake apparatus, using hand and lamp signals for protection and movement of passenger trains, flagging, opening and closing switches for the movement of passenger trains, coupling and uncoupling cars and switching and unswitching passenger cars." Those duties are performed at the front end of trains, and require, as I stated, just a few minutes of the man's time.

For many, many years those duties were performed not only by trainmen and Train Porters, but by conductors, with never any complaint upon the part of anybody until sometime in April, 1946.

Now, the Trainmen have had a contract for many years with the M. K. & T. Railroad, under which they had performed the usual duties of Trainmen, from the back end, and other places on trains; but in neither the Train Porters contract nor the Trainmen's contract have the duties been specifically described. So according to custom, and a custom that has continued, as I say, for more than 50 years, this work has been done by both the Trainmen and the Train Porters, and sometimes by the conductors. Nobodys contract is an exclusive contract.

So the Trainmen have conceived, as most of you know, the economic idea to use their power to run the Train Porters off the Railroads of this country. Not by negotiation of contract; not in any court of law that has the right to rule upon that kind of an issue, but just by the main force of their economic strength. So they served notice upon the officials of the Missouri-Kansas & Texas Railroad Company, in April of 1946, mind you—and these duties had been performed for 50 years—that that work belonged to the Trainmen, and it should no longer be given to the Train Porters; and that if the M.K. & T. should not obey that edict from the Trainmen, then the Trainmen, for each day that a Porter went out on the front end of a train would file a claim against the road for a full day's pay.

Well, the M. K. & T. was frightened. That is about the best word to express it. They notified your officials, T. D. McNeal, M. P. Webster and your International President, that they wanted a conference for the purpose of cancelling the Train Porters' contract.

Now, mind you, the Train Porters contract did not contain anything that said the Train Porters were to do these particular pieces of work, nor did the Trainmen's contract contain anything that said they had the exclusive right to perform these pieces of work.

All of the contracts with the Trainmen, Train Porters and others on the M.K. & T. are what we call "contracts at will." That is, they have no specific time to run, so that the road can, although it never has, cancel those contracts by giving the notice required by the Railway Labor Act.

This notice was given to your organization that your contract was going to be cancelled.

I have been practicing labor relations law for many years down in my part of the country. As I stated, I have been for many years the general counsel for the Boilermakers International Union, for the Missouri State Federation of Labor, the Kansas City Building Trades Council, the Central Labor Union, the Hod Carriers and Common Laborers, and everybody who affiliates with the A. F. of L. in that District. That has been my business.

One day in the spring of 1946, Mr. McNeal and Mr. Webster came to my office and asked me if I would bring some kind of a lawsuit in an effort to prevent the Trainmen from pushing the Train Porters off these lines. The road had called for a conference. I went to Dallas, the headquarters of the M. K. &

T., with Mr. McNeal and Mr. Webster, and there had a conference, and it was decided that the railroad was not going to do anything about it. They were going to cancel the contract so it was understood that I would come back to Kansas City and commence a lawsuit in an effort to prevent the M.K. & T. from cancelling the contract, and to prevent the Trainmen from bulldozing them to cancel the contract.

I did go back to Kansas City and did commence such a suit in the United States District Court of Albert L. Reeves. He read our petition and listened to our statement, and he thought it was an outrageous thing that the Trainmen should attempt by that high-handed method to push the Train Porters out of their work.

We explained to him that it would not only reduce their wages if that work was taken away from them, but it would deprive them of certain privileges which are given to people engaged in the operation of the railroad, such as certain statutes which have to do with hours of work. It would reduce their pensions under the Railway Retirement Act, because of the fact that their wages would be reduced.

We had some of these old fellows who had been working on that road and had more than 40 years seniority. The judge thought it was an outrageous thing and he issued a restraining order.

Then up came the trial of the case on what was known as the temporary injunction, and we tried that before Judge Reeves, and he entered a temporary injunction. They took an appeal to the United States Circuit Court of Appeals. Now mind you, we did not try this case upon any theory that could have been taken before any tribunal of the Railway Labor Act. We were trying it upon the theory that the Trainmen did not have any right whatever by that high-handed method to push the Train Porters off those jobs.

We tried it upon the same theory that we would try to eject a burglar from our homes if he should try to break in and take something that he was not entitled to. And that is the theory upon which Judge Reeves gave us the restraining order.

We got up to the United States Circuit Court of Appeals, and there we argued it, and when the argument was over, I felt perfectly sure that we were going to win it; and lo and behold, down came a decision reversing Judge Reeves and stating that the Railway Labor Act had set up tribunals before whom controversies of this nature could be tried.

Now, we had discussed those tribunals in the Railway Labor Act with the lawyers and officials of the M.K. & T., and all of us agreed that there wasn't anything that either the National Mediation Board of the National Railway Adjustment Board could do. Mind you, you cannot get before the Mediation Board with a dispute with the Trainmen. The law very specifically says that the Board is set up to try to mediate disputes between the employers and a union or representatives of a union. We couldn't get the Trainmen in there by any kind of a proceeding we would bring before the Mediations Board. The Railway Adjustment Board has the same rule. It only tries disputes between labor organizations or individuals and the employing railroad.

Now, we didn't have any dispute with the M.K. & T. We agreed on everything. The M.K. & T. told the court that the services of the Train Porters had been extremely satisfactory over a period of 50 years, and that they wanted to keep the Train Porters in the jobs they were in; and that they construed the contracts to be that nobody had an exclusive right to do this work, but the custom over 50 years had shown that everybody agreed that the Train Porters had as much right to do that work on the front end as anybody else.

So we didn't have any controversy with the railroad. We couldn't get before the National Mediation Board and state our controversy. We couldn't get before the Railroad Adjustment Board and state any dispute with the road.

But the Court said that those tribunals are open to you and you should go to them in the first instance. So before the restraining order was dissolved, the one

we got from Judge Reeves, we filed a petition with the Mediation Board, stating that the Mediations Board was to handle this; that they were threatening to cancel this contract, and not in appliance with the Railway Labor Act. And the Mediation Board took jurisdiction over the loud protest of the Trainmen, and they called for a mediation session in Dallas, Texas, on the 30th day, I think it was, of August.

Mr. Randolph, Mr. Webster, Mr. McNeal, Mr. Orr—whom I see sitting back there—all appeared in Dallas, and I was there with them. A member of the Mediation Board was there to hear our efforts. No Trainmen showed up although they had been notified, until sometime later in the morning, and then they said they were just there as spectators. They weren't going to take any part in the mediation. They were just going to sit around and see what was happening.

They sat around for a little while and tried to tell us how to run our mediation, of which they were spectators. McNeal was taking some notes; they objected to that. I told them if they didn't like the way we were running our mediation they could get out, which they proceeded to do.

President Randolph very plainly told the M.K. & T. officials and the members of the Mediation Board that he had only one proposition, and so far as the mediation was concerned that would have to be conceded or it would have to be found that there was no hope to settle the problem by mediation. That one proposition was that the Train Porters on the M.K. & T. should remain in the jobs they had had for 50 years, and nothing should be taken away from them. (Applause)

The M.K. & T. officials said that they would like to do that, but they were afraid of the Trainmen. Now, mind you, they had threatened to file claims before the Railway Adjustment Board. They go to Division I when they file their claims, and that is made up entirely of white men, representing the four big Brotherhoods. The Trainmen have a member on that Board. Fat chance any of you people would ever have of trying anything before Division I of the Railway Adjustment Board.

Now the Company could go in before the Railway Adjustment Board and contest claims of that sort, and if the railroad should be defeated, the railroad could refuse to pay, according to the order of the Railroad Adjustment Board, and then it would be up to the Trainmen to go into the United States District Court to force the order of the Adjustment Board. That is something they were afraid to do.

I urged the officials of the M.K. & T. to let them get their adjustment Board orders, and refuse to pay, so we could get into some United States District Court, not made up of people who would not let you in their organizations. I feel perfectly sure that if we could ever get one of these orders of the Railroad Adjustment Board into the United States District Court, by refusal to pay and having the other side go into the District Court to force payment, that we would win.

All of the equities are on the side of the Train Porters. Everyone who has listened to this case thinks it is an outrageous procedure that the Trainmen should be able to go in there and take jobs away from men who held them for over 40 years, without a contract, and without any kind of rhyme or reason whatever, except their economic power. If we could just get into that District Court we would reverse the Division I of the Railroad Adjustment Board.

But now the M.K. & T. officials say that the Trainmen have said, since this United States Circuit Court of Appeals decision that they are not even going before the Adjustment Board any more. They don't want that route. They are going to take a strike vote if and when the M.K. & T. refuses to cancel the contract with the Porters and take that work away from them.

Now, that is the high-handed procedure that the Trainmen threaten to indulge in. The M.K. & T. say they just cannot stand that kind of a fight, and they want to cancel the contract. Well, when we got these proceedings before the Mediations Board, the Railway Labor Act says that as long as it is before the Mediations Board, and for 30 days thereafter,

there can be no change. So the M.K. & T. cannot cancel the contract.

We did not get anything by mediation in Dallas except that we made a very, very emphatic stand that the Porters were not going to take anything less than what they had. The Mediator urged the Trainmen to enter into arbitration. The Railway Labor Act provides that after it is shown that mediation cannot get anywhere, then it becomes the duty of the National Mediation Board to suggest arbitration to the parties. So, of course, that is what we did.

The Trainmen said they would have no part of the mediation; they would have no part of the arbitration. Now, I don't know—I have been pretty busy traveling all over the country. I went to Seattle last week to a convention of the American Bar Association. I have been back in Philadelphia. I don't know whether the Mediator, Mr. Scott, has sent you a notice. Well, we have 30 days.

What I intend to do now is to go back to the United States District Court, and show that court that we have done what the Court of Appeals said we should have done. We have gone before the Mediations Board. We have gotten nowhere, just as we thought we wouldn't. And now, there is only one tribunal that can do anything for the Porters to keep them from ruthlessly and wrongfully being jushed out of their jobs, and that is the United States District Court: I believe we can succeed there.

Of course, I thought we should succeed before. But we have done what the Court of Appeals said we should do.

Now, I have overlooked one step. After the Court of Appeals handed down that decision, we felt so sure it was erroneous that we tried to get into the Supreme Court of the United States, on what is commonly known as a writ of certiorari. Well, the Supreme Court of the United States, of course, is terrifically busy. They have hundreds of such applications submitted to them each year in addition to all the appeals that come to them from the other courts, and they don't make a practice of granting writs of certiorari unless it is in some outstanding matter of great public interest. I feel that that is why the Supreme Court did not take this case, because they did not think it was of that character. I cannot believe the Supreme Court of the United States would have listened, read this evidence and turned down that application. I don't regard the refusal to grant the writ of certiorari as any opinion from the Supreme Court at all on this controversy.

Now, we are going up again, and we should win. There ought to be some remedy for this kind of a wrong. The Circuit Court of Appeals said the Railway Labor Act has provided your remedy, and you must follow that remedy to its end before you come here. Now we have done that.

The Circuit Court of Appeals never did say that once we had exhausted our remedy under the Railway Labor Act that we would not have a right to go before a court of equity and have an injunction. So I have great hopes of going back to the United States District Court and getting a restraining order that will stick. No one to whom I have ever detailed the facts in this case has said anything but that it was an outrage, if in America a great organization like the Trainmen could, without any contract, without any court order, push one organization, much weaker, out of jobs. that certainly should not be the way we settle jurisdictional matters or other labor matters in America. I hope, Mr. Randolph, that we will have a better answer to give you when we come back again, from the Courts of the United States.

(Applause)

President Randolph: Thank you Counsel Langsdale. I think that we have had a very clear and illuminating discussion and explanation of the steps that have been taken and that we hope to take in the Missouri-Kansas & Texas Railway Case. We are going to carry through to the end, because more is involved in this case than merely saving the jobs of the 69 M.K. & T. men. If these 69 Train Porters can be pushed off their jobs by the Brotherhood of Railway Trainmen, then your jobs are not secure. The Pullman Porters' jobs are not secure. The

Canadian Pacific Porters' jobs are not secure. In fact, no Negroes' jobs in the country are secure, if some one can come along and hatch up some reason why that job should no longer be retained by that person, merely on account of color.

The Brotherhood of Railway Trainmen has a color clause in its constitution. A Negro brakeman cannot become a member of it. The Negro Porters are ineligible for membership. The Trainmen use their enormous economic strength, or they are attempting to use it, for the purpose of displacing these Negro Train Porters.

It is a great question of democracy involved here—economic democracy, as well as civil democracy. Consequently, this organization has a responsibility to see to it that this case is pushed through to the very limits.

(Applause)

And I am very glad to say that we have a good man handling it. Thank you very much, Attorney Langsdale, and we want you to proceed with the action as soon as you see fit, in order to carry it through to a conclusion.

Mr. Langsdale: Thank you. (Applause)

President Randolph: Now the Chair wants to appoint T. T. Patterson, C. E. Grooms, and A. R. Dailey as members of the Auditing Committee. I want to request the International Secretary-Treasurer to submit his report, and all of the paraphernalia that he has brought here to this Committee for examination and audit.

Now, I want to urge that the Non-Clerical Storeroom Employees' Delegates, at this Convention, as we indicated during the morning, appear and take part in the conference which will be conducted by Brother B. F. McLaurin. I also want to appoint Brother B. F. McLaurin as the Chairman of the Committee on Organization and Education, and relieve Brother Dellums of that responsibility.

I want Brother Theodore Brown, the Director of Research for the Brotherhood of Sleeping Car Porters, to work with Brother McLaurin on that Committee, together with the other Delegates who have been named.

Now, since we have the Committees appointed, they will proceed to develop their program and work tomorrow morning.

Now, I am ready to listen to any comments or remarks that the Chairmen of these Committees want to make. Do you want to make some comments, Brother Webster?

ANNOUNCEMENTS — OF — COMMITTEE MEETINGS

Vice-President Webster: I will ask the Secretary-Treasurer to turn over to the Committee all the Resolutions that I understand he has. Brother Randolph, I wonder if you would call the names of that Resolutions Committee again. I didn't get them.

President Randolph: I want to name C. A. Johnson to the Committee on Grievances and Claims. He has requested to be named on that Committee.

The following Delegates also asked to be placed on the Grievances and Claims Committee:

J. C. Gray
H. Doyle
W. Richardson
A. Owens
L. Simmons
F. T. Winn
E. Carr

President Randolph: All right. The Resolutions Committee consists of:

Milton P. Webster
Bennie Smith
Edward J. Bradley
C. L. Dellums
Ashley L. Totten
T. T. Patterson
T. D. McNeal
J. R. Benoit
A. Stewart
M. H. Henry
J. B. Caviness
M. Gregory
C. H. Lee
Frank Boyd
J. E. Clayborne
W. C. Mills
W. H. Bowe
D. LaRoche
H. Doyle
A. R. Blanchette

Ralph Thornton
Ernest Smith
C. E. Grooms
C. E. Samonte
Clarence Scott
L. O. Manson

The Grievance Committte—you want that read again, or have you all made a record of your names? Well, I suppose you don't need the Grievance Committee.

Brother McLaurin: Will you read the Committee on Organization and Education?

President Randolph: Organization and Education—I might say that any President or Secretary-Treasurer who is engaged in handling Grievances, if you want to be on the Committee on Grievances and Claims, just let me know, and I will be glad to assign you to that Committee, since that Committee is going to deal with the problem of Grievances and Claims.

The following Delegates signified that they would like to be on the Committee:

A. W. Lawrence
E. A. Bryant
F. C. Rush
Brother McFarland (Secretary-Treasurer from Atlanta).

President Randolph: Now the Committee on Organization and Education:

B. F. McLaurin
Theodore Brown
O. W. Page
D. B. Johnson
C. T. Frederick
Jonas Ayers
V. L. Johnson
J. C. Gray
F. C. Rush
A. W. Lawrence
W. E. Smith
A. Owens
H. A. Rock
W. J. Bryant
Sam Broida
B. L. Wilson
Edw. Melton
R. A. Heston
C. A. Johnson
James Foxworth

I think that completes the list for the Committees of the Delegates who have handed in their credentials. Have I omitted any of the Delegates here so far?

Charles Daniels of Baltimore, are you a train porter?

Brother Daniels: Yes.

President Randolph: You are assigned to the Train Porters Committee. Brother McNeal is Chairman of that Committee.

Brother Dorsey, we will assign you to the Committee on Grievances and Claims.

Brother O. C. Loving, I will assign you on the Committee on Grievances and Claims.

W. J. Thomas, you will be assigned to the Committee on Grievances and Claims.

Smiley Stringer, from Savannah, you will be on the Committee on Grievances and Claims.

E. A. Cobb of Calgary, you are assigned to the Committee on Grievances and Claims.

R. A. Heston you are assigned to the Committee on Grievances and Claims.

S. W. Woodhouse of Chicago, we have about fixed up the Resolutions Committee, and we will assign you to the Committee on Organization and Education.

I will put W. H. Bowe on the Committee on Grievances and Claims also.

Ben Harris, of Houston, you will be assigned to the Committee on Grievances and Claims.

Brother Crowder of Chicago, we will assign you to the Committee on Organization and Education.

W. C. Blackwell of Chicago, we will assign you to the Committee on Organization and Education.

H. F. Terrell of Chicago, you will be assigned to the Committee on Education and Organization.

Ernest Blackburn of Chicago, we will assign you to the Committee on Organization and Education. We cannot have too much education, you know.

(Laughter).

All of the Delegates who have Resolutions they want to submit to the Resolutions Committee, first give them to the Secretary-Treasurer, Mr. Ashley L. Totten. I hope you will do that tonight, so the Committee will not be held up, because we may be compelled to hold a night session if you do not permit these

committees to get into action tomorrow morning.

Now, tomorrow morning, we will also have a talk by Attorney Westbrook of Chicago, who will deal with the Santa Fe Case. The train porters on the Santa Fe are also threatened with displacement by the Brotherhood of Railway Trainmen. So you see, we have plenty of trouble.

Now, the Chairman of the Credentials Committee wants all the Delegates who have not turned over their Credentials to the Credentials Committee to do so right away. Here is the Credentials Committee sitting right over there, so I hope you will give over your credentials to them immediately, so they may pass upon them and in turn give them to the Convention and let us know what the results are. The Credentials Committee will no doubt make a supplementary report tomorrow morning.

Brother McNeal: Mr. Chairman, I would like to announce that the Committee of Train Porters Affairs will meet sometime tomorrow evening. We may have to have a night session because most of us are on the Resolutions Committee. At the session tomorrow afternoon we will announce a definite time and place.

ANNOUNCEMENTS
— OF —
COMMITTEE MEETINGS

Brother Garran: Did I understand you to say that I am on the Resolutions Committee?

President Randolph: Yes, Brother Garran, I will put you on the Resolutions Committee.

ANNOUNCEMENTS
— BY THE —
CONVENTION COMMITTEE

President Randolph: I will also appoint Dewey Miller on the Committee on Non-Clerical Storeroom Employees.

Now, the Secretary-Treasurer will read some telegrams of greetings to the Convention:

Secretary Totten:

"Philip Randolph, President
Brotherhood of Sleeping Car Porters
Convention

"It is a pleasure at this time to extend to you and the delegates of your organization now assembled my warmest personal regards and also greetings from the officers and members of the Retail Clerks International Association.

"We wish you success in your deliberations and a continuation in the future of the progressive leadership you have demonstrated in the past.

"James A. Suffridge."

(Applause)

"A. Philip Randolph

"Greetings to the Delegates, to you, from Americans for Democratic Action. Your organization has shown real leadership in fight for labor's rights and also basic civil rights of all Americans. We hope to be privileged to continue to work with you in behalf of our common objectives. During the critical months and years ahead ADA's program will be brought to you more directly by our distinguished board member, Joseph L. Rauh, Jr. Best wishes for constructive sessions. Cordially.

"Leon Henderson,
National Chairman
Americans for Democratic Action

(Applause)

"A. Philip Randolph, President
Brotherhood of Sleeping Car Porters

"Regret will be delayed in arriving in Detroit. Will not arrive until Wednesday. Hope this does not inconvenience you. I have been trying to contact you by telephone to explain but unable to reach you.

"Joseph Keenan, Director
Labor's League for Political Education."

(Applause)

Brotherhood of Sleeping Car Porters

"Fraternal Greetings and Best Wishes for a harmonious and successful convention.

"E. M. Hogan,
General Secretary-Treas.
United Garment Workers of America"

(Applause)

"A. Philip Randolph, President
Brotherhood of Sleeping Car Porters

"I regret that I will not be able to attend the convention as much as I would like to but the present situation is beyond my control. Best wishes to the convention and yourself.

"E. D. Nixon, President
Montgomery Division."

(Applause)

"A. Philip Randolph, President
Brotherhood of Sleeping Car Porters

"My Associates on the Executive Board of the Union Label Trades Department join me in extending best wishes for a successful convention. As Secretary of the Department I am very grateful to you. Your Associate officers and members for the loyal support given to the Union Label cause as well as to the shop card and service button. Regards.

"I. M. Ornburn,
Secretary-Treasurer
Union Label Trades Department."

(Applause)

Brotherhood of Sleeping Car Porters:

"On behalf of Norman Thomas and Socialist party membership I extend best wishes to officers and delegates at your convention. All America is indebted to the Brotherhood for its leadership in innumerable fights for a better, more Democratic America. Socialists especially are proud to have worked shoulder to shoulder with you so often. This convention is another mile-stone in your truly glorious history. Congratulations.

"William Becker,
National Labor Secretary and Campaign Manager,
Socialist Party, U. S. A."

(Applause)

Brotherhood of Sleeping Car Porters:

"In behalf of the members of the UAW-CIO, we take pleasure in sending these words of fraternal greeting to delegates of the 6th Biennial Convention of the Sleeping Car Porters Union, AFL. Under the wise and forceful leadership of President Randolph, you have built and maintained a workers' organization which is a source of pride and inspiration to the whole labor movement. We think not only of your solid contribution to the economic well being of your own membership, but also of your forthright denunciation of group prejudice and your eloquent advocacy of democratic trade-unionism in the Labor Movement. May your convention be successful, and may you long continue to set a standard that will keep organized labor true to its best ideals, economic democracy and brotherhood.

"Walter P. Reuther,
President
Emil Mazey,
Secretary-Treasurer,
UAW-CIO."

(Applause)

There is one more—a letter, from the East Denver Improvement League.

"The East Denver Improvement League invites you to hold your 1950 Brotherhood of Sleeping Car Porters' Convention here in the mile-high City of Denver, Colorado.

"In addition to the usual conveniences, we offer you: unexcelled scenic beauty; the cooperation of our State and City officials and our civic organizations, and our famed 'Western Hospitality.'

"We urge that you consider Denver, Colorado, for your 1950 Convention.

"Very truly yours,
/s/ L. H. SMITH, President."

President Randolph: Thank you, Brother Totten.

FURTHER ANNOUNCEMENTS

President Randolph: The Chair will entertain a motion now for adjournment.

Vice-President Webster: I so move, Mr. President.

Brother Althouse: I second the motion.

President Randolph: All those in favor of the motion signify by saying, "aye"; those opposed, say "no." The "ayes" have it and so it is ordered.

The Convention recessed at five o'clock.

WEDNESDAY MORNING SESSION

September 15, 1948

The Convention reconvened at ten-ten o'clock, President Randolph, presiding.

President Randolph: The Convention will now be in order.

We will have the invocation by Brother Bell of California. Will the delegates rise.

Brother James Bell, Sr. (California): May we have bowed heads.

Not more of light we ask, O God,
But eyes to see what is;
Not sweeter songs, but ears to hear
The present melodies;
Not greater strength, but how to use
The power that we possess;
Not more of love, but skill to turn
A frown to a caress;
Not more of joy, but to feel
Its kindling presence near,
To give to others all we have
Of courage and of cheer.
No other gift, dear God we ask,
But only sense to see
How best the precious gifts to use
We have received from Thee.
Give us all fear to dominate,
All holy joys to know,
To be the friends we wish to be,
To speak the truth we know;
To love the pure, to seek the good,
To lift with all our might,
All souls to dwell in harmony
In freedom's perfect light.
Amen.

President Randolph: I want to request Brother Norman and Brother Althouse to escort Brother Joseph Keenan to the platform.

(Brother Joseph D. Keenan was escorted to the platform.)

President Randolph: We will have Brother Bowe and Brother Culpepper to escort Brother Westbrooks to the platform.

(Brother Westbrooks was escorted to the platform.)

President Randolph: Delegates to the Sixth Biennial Convention: We have been deliberating here on problems that affect the life and well being of the workers in general, and the Porters in particular. Our organization is basically an economic weapon, which we employ for the purpose of securing wage increases, better conditions of work, shorter hours of work, humane treatment and respect on the job.

But the workers have come to realize that it is not enough to employ their economic strength, either to achieve gains or to defend the gains they have, because when they look around, they see that other forces in our national community are using the power of the state for the purpose of either taking things away from the workers or creating conditions that prevent the workers from improving their lot in our country and throughout the world.

Realizing then, that in addition to our economic arm, we need to employ our political arm in order that our battles may be made more effective in the interest of prosecuting the cause of the workers, the American Federation of Labor has in the last few months built a political organization for the special purpose of fighting the Taft-Hartley Law, and those who enacted that vicious anti-labor, slave legislation, to prevent these people from being re-elected. We know that if they go back into the Congress, they will do the very same thing again. Not only that, but they are

committeed to even more reactionary projects against the workers and the people of this country.

Hence, the American Federation of Labor has built up a strong and powerful movement, under the direction of Joseph Keenan, who is here with us this morning.

This movement is in the hands of A. F. of L. offcials, the head of which is William Green.

Now, of course, under the federal laws, unions can't directly contribute money for any political purpose, therefore, this is an organization which is headed by representatives of various unions affiliated with the American Federation of Labor, but the unions themselves are not directly prosecuting the fight or supplying funds for this fight.

The members of the unions, however, are being called upon voluntarily to contribute money for this cause.

Every porter has been called upon to contribute a dollar to this fight. Members of the Brotherhood are responding. They have responded and will continue to respond to this call.

Now, we wanted you to get a direct and primary message from the Director of this campaign for Labor's League for Political Education. All of you heard William Green Sunday in his magnificent and forceful attack on the Taft-Hartley Act, and all of the Senators and Congressment who were responsible for that Act. And now, Joseph D. Keenan, one of the outstanding, forthright, vigorous, aggressive fighters for Labor in the unions of the American Federation of Labor, has been selected and designated to head their fight on the political field, in order that we may be able to rid this Congress and this country of anti-labor forces in the legislative halls of the nation.

I believe that we will win, but we won't win if we sit down. We have got to get out a big vote. We have to get the people to register and vote. The porters must register and vote. The porters must get their families to register and vote, because reaction thrives on a small vote. Democracy is built upon mass voting, and that is the reason we are making this drive, for the purpose of getting the people out to indicate that they are a part of this governmental machinery, and then to vote according to the dictates of your own conscience.

Nobody is telling you whom to vote for, but at least we want you to come out and vote. We are telling you who to vote against, namely, the people who put the Taft-Hartley Law on the statute books. (Applause)

And so, Brother Keenan, it is a great pleasure to have you come here to visit our convention. You have a busy schedule. And therefore, I am happy to have you give the brothers a message at this time. (Applause)

Brother Joseph D. Keenan (Director, Labor's League for Political Education): President Randolph, Delegates to the Pullman Porters' Convention: I assure you that it is an honor to come here today to speak to you at one of the most critical periods in the history of American labor.

These last three years—1946, 1947 and 1948—will be years that we in the labor movement will never forget.

I think we should start with the year of 1946. 1946 was an election year, and in that year, we, the labor people of America, saw fit to stay away from the polls, and for that reason, we are represented by a minority group, and we are being governed today by a minority party, because we, American Labor, felt that we had reached that point, that we were able to handle any kind of a situation.

Before 1932, we witnessed almost complete destruction of the labor movement, due to the depression. Our membership fell to an all-time low, and it wasn't until the passing of the National Recovery Act, and later, the Wagner Act, that it was possible for us to recoup our gains, and also to organize the unorganized to a point where today, we have over 15 million workers.

In 1932, in the Congress of the United States, we had in the neighborhood of 350 members who voted for every bit of social legislation, and we maintained that number up until 1938. After 1938, in every election after that, so many members fell by the boards, because we had been operating on the policy of the Amer-

ican Federation of Labor, nationally set up and sponsored by that great leader, Samuel Gompers, and our policy was, "Elect your friends, and defeat your enemies."

Now, as far as doing anything for our friends, we have done a damn poor job, because we were satisfied to give them a paper endorsement and that was the limit as to what we did in helping them.

I had the experience in Illinois, of being around the legislature during the session, and working with the officers of the State Federation of Labor. I learned what it took and the work that was necessary in order to pass a bill which we were interested in.

The officers of the Federation, by direction, were asked to propose a law. They had to have it drafted. They then had to find someone to introduce it. Then they had to get that person to see to it that it was put through the committees and acted on in the committees, and eventually brought to the floor for a vote.

In Illinois, you need 77 votes in the House to pass a bill, and you need 26 votes in the Senate. It was a terrific job to get 77 votes. You had to sweat it out, and you had to take your friends in the legislature or in the House, out into the cloakrooms, and call the hotels, and see to it that the members were there when the roll call was taken.

After we had received 77 votes in the House, we could always be assured of a hundred. There was the fellow who wanted to vote for it, but didn't have the courage to vote for it before we had a majority, but he always jumped on after we had the majority. And that was the same condition that existed in the Senate.

Then, the next election year, the legislative committee met, and there they started to endorse or lay down the plans for the endorsing of the plans of labor.

There was no distinction made between the fellow who introduced the bill, who saw it through the committees, who was out on the floor gathering up every vote possible, there was no difference between the consideration given him, and the fellow who jumped on after we had the 77 votes. They were given a paper endorsement, and with that, they had to take that and use that as best they could to help them in their election.

Now, it was that kind of a procedure, and that kind of a performance that allowed us to forget our policy and have the 80th Congress placed on us.

In 1947, we witnessed the passing of the Taft-Hartley Act. At that time, I am sure that the leaders of American Labor and the leaders in every state, felt that they had grown to the point in strength and influence, that they could overcome any kind of legislation that was proposed in the state, and also nationally.

Shortly after the election in 1946, they didn't wait for the Congress to reconvene. There were committees set up between November and January, for the purpose of drafting some kind of anti-labor legislation, and consequently, when the Congress convened, there were a number of bills already being considered.

After the bills had been discussed for quite some time, we knew that there was some kind of legislation going to be passed. There was a call by the American Federation of Labor, for the State Federations of Labor throughout the country to send their officers in, for the purpose of trying to influence the members of Congress and the Senators from their state, to vote against the bill.

You know how much money was spent, and you know how much of it was put in there trying to get these men to vote against the bill. It was all for naught.

After the bill was passed, then, and then only, did we realize that we had failed in one of the most important functions of the American way of life. We had failed in exercising our rights as a citizen, to be registered and to go out to the polls and vote.

Now, if we of Labor had voted in the 1946 election, we would never have had the Congress in its present make-up, and we wouldn't have the Taft-Hartley Act.

I happened to be in Europe during the period of the discussion of the Taft-Hartley Act, and we had very scanty news

on it, and I had no chance to study it until I came home a year ago at this time.

I stopped in New York and I stopped in Washington, I stopped in Chicago, and then I went out to San Francisco to attend the American Federation of Labor Convention. Naturally, you get into conversation with people, and no matter what you may have been talking about, in a few minutes the conversation drifted to the Taft-Hartley Act. I was never so happy as I was to hear and see the response and the feeling, and what they were talking about, and the action they were going to take.

Everyone I met was immediately taking steps to develop organizations in their local unions. They were going to develop organizations in their Central Bodies, and in their State Federations of Labor, and in their International Unions, for the purpose of developing an organization to go out and defeat everyone who voted for the Taft-Hartley Act.

(Applause)

Everyone was united. Everyone was pointing to just one target. That target was to defeat those men who voted for the Taft-Hartley Act, and in the 81st Congressional election, to get enough men to repeal the Law. (Applause)

During the war, I witnessed a period of almost the same kind of a condition.

We all remember 1940 and '41. The President of the United States and the Council of National Defense that had made a study of the conditions in Europe, and became concerned about the welfare of America, after a good deal of thought and discussion, decided that we had better arm ourselves to protect us against any oppressor, no matter who it might be.

Well, of course, then there was quite a lot of discussion, back and forth. We had the groups who were opposed to everything the President and the Council was doing. We had the America Firsters, and the Middle West Isolationists. We had the industrialists who felt they could go on and carry out civilian production and meet the requirements of the Armed Services at the same time. We had groups opposed to lend-lease, and we had division all over the country.

Then something happened that is comparable to the passage of the Taft-Hartley Act. It was the attack on Pearl Harbor. Overnight, after that attack, we had a united nation. Everyone was an American, and they were all concerned with repaying Japan for the dastardly attack on Pearl Harbor, and also seeking revenge by defeating Germany and Japan as quickly as possible.

We had a united America for the first time, and everyone in the country was concerned with doing their bit to help. Everyone wanted to go into the plants and factories, and wanted to join some kind of an organization in order to do their bit. Well, they went in, but after six or eight months, they got tired. It got to be too much for them, and they forgot about the conditions and the pledges they made after the attack on Pearl Harbor.

That was what I witnessed here in America, with labor, before I left. We were fighting among ourselves, and we were not concerned about the welfare of the labor movement as a whole, and consequently, because of that kind of a condition, we were divided.

Then the Taft-Hartley Act was passed, and the passing of the Act once again united us.

But I am sorry to say that that urge, that desire, and that militancy of doing something about those people who were responsible for the Taft-Hartley Act, has died down some since 1947.

I might say, before going into 1948, that at the American Federation of Labor Convention, there was a resolution presented, and unanimously adopted — everyone in attendance voted for that resolution—calling on the officers of the American Federation of Labor to immediately take steps to set up a political arm to the American Federation of Labor, for the purpose of defeating everyone who voted for the Taft-Hartley Act.

The first meeting was held in December of last year. Your President is a member of that Committee. At that meeting, the groundwork and the skele-

ton draft for setting up a permanent organization, was made. The organization didn't become a going concern until March of this year.

As your President told you a few minutes ago, this Congress was very careful. They knew the influence of the trade unions. They knew that once we were aroused, or that we realized that we had been hit below the belt, we could fight back. But in order to reduce our effectiveness to a minimum, they put a section in that Law which prohibited local unions or your International, from contributing any money to be used in national campaigns.

So consequently, we had to start from scratch. Now, this organization must be financed by voluntary contributions. We in Washington, have sent to every local union in the United States, contribution books. Those contribution books are in the hands of your secretaries. I am sure from the response we are receiving, that many of those books are in the package as you received them. Maybe not; but I think so. If they are, I appeal to you to see to it that they are distributed, that the money is collected, that it is sent in to your International Secretary, and in turn, sent to us, so that we can carry on the work of the League as directed by the action of the American Federation of Labor.

Now we are in 1948, and we are down to that point in the year, where we can do what we threatened to do after the passing of the Act in 1947. We have about six weeks. In many states, there will be the opportunity of registering for another two or three weeks.

I hope, on your return, that you will see to it in your local unions, that a drive is made, or a committee is set up, for the purpose of seeing to it that every member of your members' families are registered, and urge them to go to their friends and see that they are registered.

We cannot expect to be effective in November unless our people are registered and qualified to vote in November.

We have had quite considerable success in the country. We have been satisfied to take our politics so-so, but we have been driven into politics.

Whether you like it or not, the American Government today is being administered by pressure groups. Anyone who happened to be in Washington during the year of 1947 and this year of 1948, witnessed the greatest lobbies of pressure groups in the history of our country. The records will show that there is more money being spent and more people actively engaged in trying to develop and pressure legislation than ever before in the history of our country.

If that is what is necessary in order to get a fair deal and get fair play, then we, the American Labor Movement, must also set up a pressure group.

Labor's League for Political Education has been ridiculed, has been criticized by newspaper editors, and by radio commentators. Time after time you have read in the newspapers that one organization that is doomed to failure in 1948 is Labor's League for Political Education. They say, "It is a paper organization. It has been developed by the officers. The rank and file have no interest in it, and consequently, it will have no effect in the 1948 election."

Well, I hope that they continue with that kind of a feeling. They don't know the American Labor Movement. And I am sure that those people who went to Congress for the first time, who never had an opportunity of studying the hardships and the obstacles that labor had to overcome—if they had, they would certainly realize that this is not just a paper organization. It took courage, it took fortitude, and it took the heart of the people to continue and develop this American Labor Movement as we know it today, in spite of all of the obstacles that were placed before us. (Applause)

Right here today, in this meeting, I believe there is no other organization in the American Federation of Labor, that had to overcome obstacles as you have had to do in getting your organization up to its present standards. (Applause)

No corporation in America did more, did more dirty tricks and stooped as low as they — the Pullman Company — did in preventing your organization. (Applause). But in spite of it, you went ahead, and you developed this or-

ganization to a point where your people are receiving decent wages. They are treated as human beings, and not treated as we all know they were, on the trains years ago, like cattle. (Applause)

In this present Congress, we have 137 corporation lawyers, and their campaigns were financed by the Manufacturers' Associations and other groups. In return for the money expended for their election, they had to give some things.

Last year, we heard all over the country what they were going to do. They were going to cut the cost of living. They were going to see to it that every veteran had a home. They were going to increase the benefits for the widows and children under Social Security. They were going to see to it that enough money was appropriated so the children of this country could be educated. And they were going to increase the minimum wage to 75 cents.

Those were the promises to the American people. Did they come through? Not on one, not on one promise to the American people. They did come through on two promises to the Manufacturers' Association; first, to pass the law to reduce the influence of the labor movement in America; and second, to reduce taxes in order that they could get the benefit of the profits they are making now, and make your children and their children pay the expense of this war, when it should be paid by those people who are making billions of dollars at the present time. (Applause) So, that is all they delivered to them.

Now, we accept the challenge. Through this Labor's League for Political Education, we are going to show the people of America that we are Americans. We are concerned about the welfare of the people, and we are going to see to it, through our organization, that the veterans are going to get a home, that the cost of living is coming down, that the old and aged will get decent security in their old age. We will see to it that the children of this country are educated under the proper conditions, and people will not have to try to raise a family on 40 cents an hour.

We can do it by organizing and regimenting our forces. I hope that you go back home and first, set up in your organization the committee to see that your people are registered. After that, set up a committee to get them out and vote.

Instruct your members as to the candidates that are being proposed. Get behind the one that your state organization endorses. Get the women interested. You have a fine auxiliary. Get the women of your auxiliary out into the clubs, and you men too, and let your members do it.

You are constantly in touch with the public. Talk this thing up. Talk them into registering. Talk them into voting. And if we get the people registered, be sure they get out and vote.

I know the American Labor Movement will not fail the people of America and the people of the world. (Applause)

We are the only hope. The American Labor Movement of America is the only hope for the poor, unfortunate laboring people around the world. And when we are militant, and when they know we have recovered our gains, they will know that they have a champion who is always looking after their interests in the halls of Congress, and the good and welfare of the people generally.

Here in America, we also have an obligation. It is the legislation that we have sponsored, that made it possible for those unfortunates who are not organized, it is from these laws that they receive the benefits that increased their standard of living. So we have, besides our own welfare, we have the welfare of the people who are not so fortunate.

I want to close by calling upon you, the officers of your local unions, to go back to your states, go back to your homes, get interested in this election from now until November 2, and we will show to the world, that we are still the American Labor Movement, with the same potency and the same ambition and the same power that we always had.

I am leaving it in your hands. I know you will come through, and we will show this Congress, and the next Congress, that they just cannot slap us in the face and hit us below the belt, without getting what they expect in return.

Thank you. (Applause)

President Randolph: On behalf of the officers and members and delegates of this Convention, I want to express to Brother Joseph Keenan our deepst appreciation for this forceful, illuminating and inspiring address.

I am sure that the brothers will return to their homes and get the people to register, get out the vote, make Labor conscious of its political obligations as citizens of the country, in order that Labor may be able to protect its rights, and also to protect democracy; because if Labor does not protect democracy, democracy is not going to be protected.

As Brother Keenan pointed out, the National Association of Manufacturers is not interested in democracy, or the education of labor's children, or spreading benefits under Social Security, to the people. It is primarily interested in profits.

And so, I can assure you, Brother Keenan, that the delegates here are greatly impressed with your message, and there is not going to be any doubt about the fact that they will go back and work to get the vote out, and also, work to retire the enemies of Labor who put the Taft-Hartley Act on the Federal statute books of this country.

We want to thank you very much indeed. (Applause)

Brother Keenan has to take an airplane to Ohio to attend the Ohio State Federation of Labor, so we will have to excuse him now, and we will give him a hand.

(The Assembly applauded as Brother Keenan left the Convention Hall.)

President Randolph: Now, Brothers, it is a great pleasure to introduce the next speaker to this Convention, because he has the job of attempting to save some jobs, some employment for train porters on the Santa Fe Railroad.

Today you know, it is not enough to fight to get more work, but we have to fight to hold the work we have. And if we don't fight to save the jobs we have, we are going to find that we are going to be placed in a very unfavorable economic condition.

Now, the Santa Fe porters are practically in the same boat with the porters on the Missouri-Kansas-Texas Railroad, and the porters on the Missouri Pacific System, where you have train porters doing the work of porter-brakemen on the head end of the trains.

We have been battling this condition for many years, but not until the Brotherhood of Sleeping Car Porters took up the fight, has any appreciable headway been made.

It must be said to the credit of the next speaker, that he has stopped the efforts of the Brotherhood of Railroad Trainmen, to displace Negro train porters on the head end of the trains on the Santa Fe System. He has done an able and splendid job, and we are glad to have him come here to tell you the story. It is an epic-making story, because there is nothing more fundamental to any group of people than the right to work, because the right to work is tied up with the right to live.

If you don't get work you can't get wages. If you don't get wages, you can't buy food, clothing and shelter. If you can't buy food, clothing and shelter, you can't live. And therefore, the right to work is based upon the right to live, and it is tied up with the right to live.

The Declaration of Independence said that the basic human rights are the right to life, the right to liberty and the right to the pursuit of happiness. Now, if you don't have an economic basis, if you don't have a job which constitutes your economic basis, all of these other rights are merely fantastic. They are will-o-the-wisp, a mere mirage, an illusion.

Therefore, the labor movement is dedicated to giving the workers an economic foundatation upon which all of their other developments may rest. Their cultural life, their spiritual life, every struggle that they have to improve their lot as human beings, must rest upon their economic foundation, the basis of their living.

And so, I am very glad to present to you at this time, Attorney Westbrooks, of Chicago, Illinois, and I hope that you will give him your undivided attention.

Mr. Westbrooks is a lawyer of note in this country. He has fought many a battle, not only for Labor, but for the civil rights of Negroes before the United States Supreme Court and other governmental agencies. We are glad to have you here, Attorney Westbrooks.

(Applause)

Mr. Richard E. Westbrooks: Mr. International President, Officers and Delegates: It is a most delicate situation when a lawyer has to talk about himself out in public on the work that he is trying to do. I am most happy to be with you, and I regret that I was not here yesterday, the day scheduled, but I am on my way to Atlanta, to the National Bar Association. I leave tonight, and I will be there tomorrow, and I hope to return. (Laughter and applause)

I am no stranger among the sleeping car porters. I believe it was in 1904 that I made my first trip from San Antonio, Texas, to Mexico City, and after coming to Chicago, I railroaded out of the Chicago Central District. So you see that I know the trials and struggles which the Pullman porter has, and I believe about that time, we were getting about $25.00 a month, and all that we could take off the tipping of our brushes that we had, the whisk brooms and otherwise. (Laughter and applause)

Of course, that is language only understood by those who have worked in the service as Pullman porters. (Laughter)

Now, that situation, of course, has been changed by the task of President Randolph and the First Vice Internation President Webster, and the other officers, and with the cooperation of the members.

I have noticed this struggle. I have watched it since I have been in Chicago. I know the trials and tribulations that you have had. I know some of them. I can't know them all. But I realize what it has meant to get a group of the brethren to work in harmony, because there is always someone who wants to start dissension.

Now, in speaking of the Santa Fe porters, they began their work in 1899, I think, down in Kansas. There was one porter, we find today still alive, who was the second porter put on the Santa Fe.

You know, back in those days, we did not have these fine Pullman cars, in 1899 and in 1904. We had the old baker heater cars, where we had to make our beds down with a stick. In the winter time, we had to stop and cut wood to make a fire when the coal ran out. I don't know how many here were working in 1904, but that was the struggle, until Brother Randolph and his staff came along and raised the status, raised your status, until you are getting decent pay and working conditions, and you have some one to complain to.

In those days, we had only that stick to use, in case any difficulty arose on trains. We used that stick, that is all. (Laughter) Now you can call up Brother Randolph or Webster here, and they will go down with a committee, and the committee will straighten it out for you.

Now, the Sante Fe Porters began in 1899—I think they were getting about forty-five or fifty dollars a month. The Brotherhood of Railroad Trainmen of course, paid no attention to them, because they didn't want the work. Their work, as you know, consisted then of keeping the cars clean, besides doing the braking work. I don't call it that, because I claim it is just as much their work as the brakeman's work, and I have contended since 1942, that the Santa Fe Railroad had a right to employ a man to do anything they wanted him to do, and pay as much as they wanted to spend, and it was his work, and there was no exclusive on the head end or the tail end of the train, or on any other end. (Applause.)

Now, that condition carried along. They just tried that out there for an experiment, and you know that in the Southland—I was born in Texas, and stayed there until I got away. I haven't been back, because they haven't changed sheriffs. (Laughter) But in those days, of course, they had the Jim Crow, car, and sometimes they would carry a pig, a chicken, and clutter up the car, so they had to have someone to keep it clean. The white brakemen wouldn't do that. The flagman would do nothing but sit at the back end of the car and ride. So

you couldn't get any white people to take it, and that is why they put the porter on.

That condition existed until 1919. That is when that great strike was called, if you remember. McAdoo, I think, was the head of all the railroads, and he gave Order No. 27, that all the colored men who were doing the same kind of work as the white men, would get equal pay, and that is where the trouble started, because the Brotherhood of Railroad Trainmen figured that if you could get that same kind of pay, and not pay any dues, and not belong to any union, **they denied you the right to join their unions** —why of course they wanted that work. They didn't want all of it. They didn't want the cleaning part, but they wanted the money part. (Laughter.)

So they started then, with the Train Service Board. They went to Congress, and had the Interstate Commerce Law amended, and the very first thing that happened was that they filed a claim with this Board, that porters were doing their work.

It so happened, by the grace of God, and other conditions, that this Board found against them. Then they came back in another couple of years, and made another claim for the same thing over again, and it was denied on the basis that they had settled.

They were not satisfied, and they went to Congress and had the Railway Labor Act passed, and in it, they provided for ten men for the Adjustment Board. Of course, there are four divisions, as you know, but this first division is the Transportation Division, the Operative Division, they call it, on the railroad.

Now, then, it so happens that they didn't want to let these porters in, although they were operating, doing the same kind of work, and still they wanted part of their jobs, and they wanted to pass on their rights.

Now, you know under that Labor Act, they pay their representatives. I think some of them get as much as $10,000 a year. You know, if you go before a court, and your adversary is paying the judge $10,000 a year, how are you going to get justice? So naturally, you couldn't get justice. But the Railway Labor Act provides that notice be given to everyone, as we all know, that they can't lawfully take your rights away without notice. They can't lawfully do so, and I said that advisedly, because they could do it, unless you fight.

So the Santa Fe porters, at least, wrote to the company and told them, "Well, we don't want a union. We are satisfied with having you look out after our interests." (Laughter)

So the Brotherhood of Railroad Trainmen, and the other five unions, which are not affiliated with the A. F. of L. or C. I. O., put a little clause in this Railway Labor Act, that the railroads could not appeal. There are no appeals from any order. No one could go to the courts at least, except the employee in whose favor an award had been made.

They provided also, for a notice, but this first division gives notice only to the company. So the Brotherhood of Railroad Trainmen, after losing before the Train Service Board, decided they were going to get these jobs anyway. So they went way down in Texas, a little town called Pampa. I lived in Texas for many years, but I never did find Pampa. I found it on the map, however. They had three or four fellows out there, and I may say that three of them are dead anyway now, and I don't say by virtue of their conduct they have passed, but they have gone. But they had three or four fellows down there, brakemen, who claimed to the railroad company, that the porters owed them money, because they sent out persons who did not hold seniority as brakemen.

It is known, and it is a matter of common knowledge, if they don't allow you to belong to an organization, how can you hold seniority in that organization? That is all they said. They didn't say anything about porters, but the Board, of course, being composed of five union representatives and five railroad representatives called in a referee.

That Board, I think has had more divisions in deciding cases, than any other Board; that is, they have had more tie votes. They had to call the referee, and I think he came from Vir-

ginia or Georgia. I don't say that despairingly because I am going to Atlanta tonight, as I said before. (Laughter) And before I finish, I don't want someone wiring Georgia as to what I have said about them. (Laughter)

But anyway, they put in there, as I have said, these three or four men from Texas. But the Board found that the porters, doing this head end work, were in violation of the contract.

Now, the Santa Fe did put in their schedule of rules, their collective bargaining agreement, that the schedule of rules made in 1926, with the white brakemen, would have no bearing on the work done by the colored porters. They wouldn't sign it unless it was in there. It is the last paragraph, so that is what the Train Service Board held on, that the schedule of rules did not cover them. But this adjustment board, with these five representatives and this referee, who no doubt received some consideration for his vote, decided that the porters couldn't do that work any more.

They gave no notice, so therefore, the porters knew nothing about it, until I think it was in April of 1942, when the order came out. The award, they had put them off in 30 days, then they came to Chicago to see the officers who were looking out after them.

I understand that in the meantime, they had called Brother Webster a half-dozen times, down in Kansas City, at the headquarters there, but they never did do anything but talk. And you can't do anything with talk. You have to have money. So when they went to the head of the railroad, they told them they could do nothing, because this Railway Labor act had provided that they could not appeal. Then they appealed to our office, and we took up the claim.

They had no organization, so you can imagine what it means to work with a group of people who are unorganized, and that is the benefit of an organization. (Applause)

You know, you often hear that adage, that in union there is strength, and I think it is clearly demonstrated by the great progress that you have made after you organized.

Now then, they had a little Association, without any rules or regulations. But we worked along with it, and the Santa Fe filed a petition for re-hearing. Now, the union members wouldn't meet any more, so they couldn't get the petition for a re-hearing up. They claimed that there was no law for it, no provision in the Railroad act, for a re-hearing.

So then, whenever there is a dispute in the Adjustment Board, it goes to the Mediation Board. That is a part of the Railway Labor Act. They sent it down to the Mediation Board, and the Mediation Board sent it to the President, and the President, sent it to the Attorney General. It took about a year to get it back to the Board, and still the Board wouldn't meet.

But, of course, the Brotherhood of Railroad Trainmen wouldn't go into court, because if they went into court, that would give the railroad an opportunity to answer, and if they answered, they had a right to counter-claim and be heard. They threatened to strike. This wasn't the only award, of course. They had about 155 claims against the Santa Fe. But they were threatening to strike and everything.

In the meantime, there is nothing that you can do when a petition for re-hearing is pending. You can't go in and file another suit, because the court says you are premature, because you don't know whether the re-hearing is going to be granted or not. So all we could do is watch the actions of the Board from '42 to '44.

Well, in about April, '44, they forced the Santa Fe into a contract, to displace all the head end porters, and to replace them with white brakemen. They were going to do that immediately, but it so happened, I think the war was going on at that time, and they couldn't find the brakemen to put in there, so they put in there that they would replace them gradually as they went along.

So immediately, after this contract was made in about April, 1944, the Santa Fe was compelled to withdraw its petition for re-hearing, and that was as far as they could go.

We had been preparing during those two years—and I might say that the labor laws are a little different from other laws, as you might know that you are in a field by yourself—and we had been preparing for this particular event, and we filed complaints in the United States District Court and obtained an injunction enjoining them from enforcing this award.

That injunction case is still pending, since 1944. Well, most of the boys were in the war and so forth, and so they returned, and in 1946, I think, we had a battle on the unconstitutionality of the Act. We raised the point that the Act was unconstitutional because on the face it provided for certain things that were vague and indefinite. It was fixed so that the Board could determine one group of men were competent to be considered by the Board, and other groups were not competent.

Now, they wouldn't hear any individual cases. Of course not—the Board wouldn't. There is no law that tells them they should or should not. Therefore, the Santa Fe men couldn't be heard.

But after this injunction was issued, and we raised the unconstitutionality, because the labor members were being paid by the unions, and they were being paid by certain unions who denied membership on account of race and the color of the workmen. The Labor Act provides for all employees, and a majority of them to select a collective bargaining agent.

Well, we had a hearing on that, and decided that if that was the only law that you had, that it would be unconstitutional. But under their interpretation of the Act, you could go out and start yourself an Adjustment Board.

So then the union—that is, the Trainmen—raised the point that they should be heard on the motion to vacate the injunction.

The Santa Fe men wanted me to organize them and head a union. I said, "I practiced law 40 years, but was never an organizer, and I think you should get into a union. I realize there are several unions and part of them belong to each of them."

They said, "What union do you say?" I said, "Well, you know, as a lawyer for all of you, I can't just select a union for you to join, but I would select a union that is really functioning and protecting its members." They said, "What union do you understand is doing that?" I said, "I understand that the Brotherhood of Sleeping Car Porters is doing that."

(Applause)

Shortly thereafter, I think they called for Brother Webster, and Brother Webster had been answering the calls so much—you know about the boy who called "Wolf, wolf," and they never did go after that—but Brother Webster did go down, and they joined your union.

Now, the union lawyers claimed that although the Act provided you should have notice, they didn't have notice, but they had knowledge. And of course, you can't put in a law what is not in a law, you know. So they decided they wanted to take testimony of the train porter brakemen, and of course they thought they would catch us asleep. I don't know why they thought that. Of course, by the time we got ready to go to Amarillo, Texas, and Alburquerque and Kansas City, every porter understood that he didn't have any notice, and didn't have any knowledge, and he never heard of the order and the award.

Those things go, you know. You don't have to write them. You don't have to send telegrams. (Laughter)

When I say that Brother Webster made a visit out west there, to consult with the men on other matters. Somebody might have heard him mention it, I don't know. (Laughter)

But we went to Albuquerque, and we took the deposition of about fifty witnesses. Our forty men stood up. They never heard of it.

Then, of course, while they were thinking they were catching us asleep, they had to try to hustle around, after they reached the town, to pick up some white brakemen, to show they had conversations with the train porters between 1939 and 1942, about the award.

Of course, under the cross examination you can easily determine—you ask him: "Have you ever been to Chicago?"

"No."

"Did you ever know either of these men who filed this claim"?

"No."

"And you were talking to this porter about this particular award. You have never been to Chicago and seen the Adjustment Board, and you didn't know any of these men"?

"No, but we heard it in our lodge meeting."

So you can see that they were caught unawares.

You know, on battles of this kind, the officers of the Brotherhood of Sleeping Car Porters don't sleep. (Applause)

So then, when we came back, they started battling for dissolution of the injunction, and we had to bring the Adjustment Board as a part defendant to this suit. So the union tried to get the government to go with them. They made a motion to dismiss, and we had to write briefs on that, and we argued that all last summer.

Well, the judge denied their motion, finally. Then the union made a motion to dismiss and vacate and dissolve the injunction, and we argued that until 1947, I think, in December, until the judge denied their motion.

Then, finally, this year, I believe it was January or February, we had a hearing on the injunction, and we had a new restraining order issued, and a new injunction issued, and then they took an appeal to the United States Circuit Court of Appeals. Now, that is next to the United States Supreme Court. So then we had to write briefs to answer. That is the pleading up in the higher courts. I am not going to read them to you; but that is what they are.

In the United States Circuit Court of Appeals, since this case had been pending there have been quite a number of decisions, and most of them have been quite unfavorable where labor disputes appear, because the Supreme Court of the United States has held that if it is a labor dispute, then you can't go into the court first. You have to go to the Board first.

Now then, if it is a question of collective bargaining agreement, that comes under the Labor Act, and they tried to contend that this matter was under the LaGuardia Act, and that required long hearing and finding. But we happened to be before a judge who understood the people, Judge LaBy of the District Court, so he held that this didn't involve anything but the one point.

We were able to find one case in the whole United States, that was decided in 1935 in which there was a white switchman in Chicago, that the union, the Brotherhood of Railroad Trainmen, took his job the same way they are trying to take these jobs. There is no law against following a case that is in point, so we took their pleadings, and followed that, and put it down.

But as I said, that is their only contention. They can't answer the fact that they denied colored men membership in those five unions. It is five unions, and as I said, they don't belong to the regular Brotherhood organizations. They are independent. But the courts have consistently held with us that, as Mr. Randolph said a moment ago, the right to labor is a right to live, and their strongest claim was that there was no contract.

Well, the courts have held that while there may not be a written contract, but every employment is a contract. If you work for a man for a day, it is a contract, and no one has a right to interfere with an employer and employee. Now, the employer might have a right to discharge you at his will, but nobody else has a right to go in and interfere with your contract. Therefore, that matter is settled.

You are getting a contract now, I understand, through your organization. They will, just as soon as this matter is disposed of.

So you see, after all the battles that the train porters have had, I think most of them have been by virtue of the fact that they were not organized, that they had no protection. But in recent years, they began to learn that you have to have organization, you have to have cooperation, if you want protection, and without organization, there is no protection. You can be kicked around.

(Applause)

Now, as I said, when they joined your organization, we had a conference with Mr. Randolph and Mr. Webster, and they said, "They belong to us now, and we protect all of our men no matter who they are. Even if they did come in here late, we will protect them." (Applause) So, therefore, it is quite expensive. And they said, "They waited a long time to come in here, until they got in a hole, but since we have an organization here, and it is about the only organization that is of national fame, and has national support, and is functioning nationally, we are willing to go the limit with this case, and we didn't want to do it by a law suit, but still, since they are coming into our union now, we are all one, and being one, we must cooperate with them and see if we can't save their jobs."

So, I have worked, as I say, night and day. This has not been an easy job. I have worked with the union, with its firm of lawyers—they have about five—and the government, the United States attorney, and then the railroad company. I made them all defendants, and being one man, of course, I think we said, that "God and I can do anything." (Applause)

I say that God and I and the Brotherhood of Sleeping Car Porters can do anything. (Prolonged applause)

President Randolph: Thank you, Attorney Westbrooks.

I am sure the delegates enjoyed your discussion. It was not only informative, but delightful, and the Santa Fe men who are involved in this struggle, no doubt realize the tremendous opposition which is arrayed against them.

The fight to hold a job in modern industry today is not an easy one. Not only do you face the opposition of the employer, but you face the trickery and treachery and deceit and connivance and selfishness and greed and lust for power of great trade unions such as the Brotherhood of Railroad Trainmen. The Brotherhood of Railroad Trainmen has 47 million dollars in their treasury.

A. F. Whitney, during the 1946 strike on the railroads, when the President of the United States got on the radio and denounced the strike, and called upon the workers to go back to work, stated that the Brotherhood of Railroad Trainmen would use every cent it had to fight the battles of the Trainmen, and to defeat President Truman. He has changed his mind now on defeating President Truman, but he is still carrying on the fight to displace Negro train porters.

So the Brotherhood is engaged in this struggle to protect these jobs for the men, because we believe it is morally unjustifiable for any organization or any individual to use its or his power to take bread and meat out of the mouths of children, and that is what is being done by the Brotherhood of Railroad Trainmen. And they are doing it because the children are black, and that makes it doubly despicable, contemptible, and if we stand aside and fold our arms and permit it to be done, then we are unworthy of the freedoms and the justice and the equality for which this organization is fighting.

(Applause)

And so, Brother Westbrooks, we are very happy to have you with us, and we may assure you that the organization will stand back of the legal battle you are carrying on. (Applause)

Now we are going to hear the supplementary report from the Credentials Committee, so that we may proceed with the work of the various committees. Chairman Martain.

Brother Martin: The girl is typing it and will be through with it in just a few minutes.

President Randolph: All right. Vice-President Webster wants to make an announcement.

Vice-President Webster: We will ask all members who have resolutions in and want to appear before the Committee, to appear forthwith—that means right away. We have a number of resolutions, and I might revise my figure of yesterday, and say that instead of having 250 resolutions, there are about 115 or 120. So those of you who want to appear before the Committee in behalf of any resolutions you submitted come right up and we will hear you just as rapidly as we can. The Committee will retire and meet up in Room 2, on the fourth floor—all

the members of the resolutions Committee.

Vice-President Dellums: This announcement is for the benefit of the members of the Committee on Grievances and Claims, and those who have requested to participate or attend. We can't give an announcement on that until we finish with the Resolutions Committee, but at the very first opportunity, we will tell you when we will meet. When we do, it will have to be down here in this room, because I think everybody wants to be in on it, so we will let you know as soon as we can.

ANNOUNCEMENT — OF — COMMITTEE MEETINGS

Brother J. E. Brown (San Francisco, California): Mr. Chairman, I move that while the Committees are in session, that the Convention adjourn for lunch.

President Randolph: Just before you make that motion, I want to entertain a motion to make, as the special order of business on Thursday, at two o'clock, the election of officers. Will a motion be made to that effect?

Brother L. B. Thompson (Los Angeles, California): I so move.

Brother Althouse: I second the motion.

President Randolph: It has been moved that the special order of business, namely, the election of officers, be carried on, beginning at two o'clock tomorrow, Thursday. All in favor of the motion, make it known by saying, "aye"; contrary. The "ayes" have it and so it is ordered.

ANNOUNCEMENTS

President Randolph: We will now adjourn until tomorrow morning at ten o'clock.

THURSDAY MORNING SESSION

September 16, 1948

The Convention reconvened at ten o'clock, President Randolph presiding.

President Randolph: Will the Convention please be in order. We will open the session with the invocation by Brother Bell.

Brother Bell: We will repeat the Lord's prayer:

"Our Father which art in heaven, hallowed be Thy name. Thy kingdom come. Thy will be done on earth, as it is in heaven. Give us this day our daily bread, and forgive us our debts, as we forgive our debtors. And lead us not into temptation, but deliver us from evil: For thine is the kingdom, and the power, and the glory, for ever." Amen.

President Randolph: We will now listen to the final report of the Credentials Committee. Chairman Martin.

Brother Martin: Mr. Chairman and Fellow Delegates: Brother C. A. Johnson will read the final report of the Credentials Committee.

Brother Johnson:

NEW YORK ZONE

Division—Votes—Delegate

Albany, N. Y.—1..... Calvin Raullerson
Asheville, N. C.—1.....L. S. Thomas
Atlanta, Ga.—3.....T. W. Culpepper
August, Ga.—1.....A. R. Johnson
Baltimore, Md.
Boston, Mass.—2 ..... George Bingham
Birmingham, Ala.—1 .... W. Richardson
Buffalo—1 ..... Maceo White
Jacksonville, Fla.—3 ..... Jonas Ayers
Jersey City, N. J.—4 ..... C. A. Johnson
New York—43 ..... W. C. Mills
New York .....B. F. McLaurin
New York ..... H. E. Jones
New York ..... H. A. Rock
New York .....W. H. Bowe
New York ..... D. LaRoche
Norfolk—1 .....S. L. Johnson
Philadelphia—3 .....L. R. Williams
Savannah—1 ..... Ben Baker
Tampa—1 ..... M. Gregory
Washington—10 .....J. E. Clayborne
Washington ..... A. C. Speight

CHICAGO ZONE

Chicago—67 ..... W. A. Northrip
Ralph Thornton — C. E. Samonte
H. F. Terrell — Clarence Scott
Ernest Smith — L. O. Manson
S. W. Woodhouse — James Martin
W. F. Martin — B. L. Wilson
U. C. Crowder — Manuel Kyle
C. E. Grooms — Howard Blackwell
W. C. Blackwell — John C. Mills
Denver—3 ..... H. Doyle
Denver ..... Walter Jones
Kansas City, Mo.—4 ..... R. Norman
Twin Cities, Minn.—4 ..... Frank Boyd
Oklahoma City—1 ..... A. Stewart
Omaha—1 ..... J. W. Althouse

DETROIT ZONE

Chattanooga—1 ..... L. M. Fisher
Cincinnati—1 ..... E. W. Harden
Cleveland—3 ..... E. E. Threadgill
Columbus—1 ..... B. C. Hemphill
Detroit—3 ..... S. J. Whitaker
Indianapolis—1 ..... R. A. Heston
Louisville—1 ..... F. C. Rush
Nashville—1 ..... O. Owens
Pittsburgh—4 ..... W. J. Thomas
Pittsburgh ..... M. H. Henry
Montreal—1 ..... L. Simmons
Montreal (CPR)—6 ..... Marcus Dash
Montreal ..... A. W. Lawrence
Calgary—1 ..... E. A. Cobb
Edmonton—1 ..A. R. Blanchette (Proxy)
Toronto—1 ..... F. T. Winn
Toronto (CPR)—6 ..... L. Chevalier
Vancouver—1 ..A. R. Blanchette (Proxy)
Winnipeg—2 ..... A. R. Blanchette

PACIFIC COAST ZONE

Los Angeles—5 ..... L. B. Thompson
San Francisco—5 ..... J. E. Brown
Portland, Ore.—2 ..... Anthony Smith
Salt Lake City—1..C. L. Dellums (Proxy)
Seattle—1 ..... S. H. Grant

ST. LOUIS ZONE

Dallas, Tex.—2 ..... D. D. Dorsey
El Paso—1 .....Edw. Melton
Fort Worth—2 ..... W. L. Thomas
Houston—2 ..... Ben Harris
Little Rock—1..... J. C. Gray
Memphis—2 ..... S. W. Bennett
New Orleans—8 ..... J. P. Davis
New Orleans ..... W. E. Smith
San Antonio—3 ..... J. B. Caviness
Shreveport—1 ..... E. A. Bryant
St. Louis—10 ..... D. B. Johnson
O. W. Page — T. D. McNeal
C. W. Miller — C. H. Lee

TRAIN PORTERS

Augusta—1 ..... E. R. Thompson
Augusta—1 ..... A. R. Johnson
Baltimore—1 ..... Charles Daniels
C & O—1 ..... A. L. Payne
Georgia, Seaboard—1 ..... Ray Johnson
Dennison—1 ..... J. F. Smith
Dennison (Local No. 3)—1....W. P. Orr
El Paso—1 ..... E. J. Bradley (Proxy)
Fort Worth Local No. 2—1....R. Bennett
Little Rock Local No. 5—1..V. L. Johnson
Los Angeles U. P.—1 ... R. D. Blackman
Oakland—2 ..... C. L. Dellums (Proxy)
Richmond (A. C. L.)—1 ..... C. J. Smith
Richmond (A. C. L.)—1..... S. Stringer
San Antonio Local No. 9—1...Wm. Fields
Tucson, Ariz—1 .. C. L. Dellums (Proxy)
Texarkana Local No. 7—1 ....W. Heintz
Union Pacific
Eastern Chicago—1 ..... Andrew Wood
Jacksonville—1 ..... James Foxworth
Witchita Falls—1 ..... O. C. Loving
Santa Fe Train Porters—4.. C. R. Nelson

NON-CLERICAL

Washington—1 ..... C. T. Fredrick
New York—1 ..... W. J. Bryant
Chicago—1 ..... Sam Broida
Philadelphia—1 ..... Alvin Toland

TOTAL DELEGATES .. 134
TOTAL VOTES 267

This is the complete report from the Committee on Credentials, and I move that this report be adopted.

I will read the names of the Committee:

CREDENTIALS COMMITTEE

J. A. Martin, Chairman
C. A. Johnson, Secretary
H. A. Rock, New York
Marcus Dash, Montreal
J. C. Gray, Little Rock
J. R. Benoit, Denver

President Randolph: You have heard the reading of the final report of the Credentials Committee. Are there any remarks?

(Corrections and additions were made to the Credentials Report by the various delegates which corrections and additions were incorporated in the foregoing report.)

President Randolph: All in favor of the report, make it known by saying, "aye"; contrary, say "no." The "ayes" have it and so it is ordered.

I want to thank the Committee on Credentials for its splendid report.

Now, Brother McLaurin, do you have any remarks to make concerning the meeting of your Committee

Brother McLaurin: The Committee is not ready to report, Mr. Chairman. We would like to have the Committee reassemble directly after the adjourning of this meeting. The Storeroom Committee will meet in Room 1 at two o'clock, on the fourth floor.

President Randolph: Now, Delegates, in the early stages of our organization, we were in great need of support and friends, and they were few and far between. As a matter of fact, we met with more opposition than support in practically all areas and corners of the country, both in politics, in the church, in the press, in civic affairs, so that it was rare to find a man who had the courage and the will and the spirit and the vision and the statesmanship, and the understanding and knowledge, to come forward and lend us any form of support whatsoever.

But I am happy to say this morning, that we have the man in our midst, who came to the support of the organization at its very beginning. He was a Chairman of our Citizens' Committee of Chicago, and he was a well known, prominent clergyman. He also was able to open up new areas of good will for the Brotherhood of Sleeping Car Porters. I want to have this session meet him, and listen to his message.

I want to take this opportunity of having Brother Bennett and Brother Fields escort Dr. Burton to the platform.

. . . Dr. Burton was escorted to the platform. . . .

President Randolph: I am very happy to have this opportunity to present to the Sixth Biennial Convention of the Brotherhood of Sleeping Car Porters, our good friend and co-worker in the Brotherhood of Sleeping Car Porters, and a champion of civil and human rights for all people, Dr. Charles Wesley Burton of Chicago. (Applause)

Dr. Barton: Brother Randolph, Intertional Officers of the Brotherhood, Delegates and Friends: It is always a pleasure and a privilege and an honor for me to meet with a group of men whose faces are turned toward the rising sun, men who have vision, ambition, purpose and abil.ity.

In the six biennial sessions of the Brotherhood of Sleeping Car Porters, I have missed only one, and that was in 1942, when the Convention met in St. Louis, and the reason I missed that year, I was down at Fisk University in Nashville, Tennessee, entering my daughter, matriculating her there as a freshman. All of the other sessions of the Brotherhood I have attended. I have attended them at my own expense, not as a delegate, but as a comrade in service with Brother Randolph and Brother Webster, and the other men of the Brotherhood.

I know something about the struggles of this organization. The fact is, sometime I should like to give an extended address on the Brotherhood of Sleeping Car Porters; yes, today and tomorrow. And I should like to divide the periods of struggle into the dark ages, the Renaissance, and the green pastures.

I haven't time at this time for such an extended address, but there are some things that I should like very much to say this morning.

I have known Brother Randolph personally since the beginning of the organization of the Pullman porters, 23 years ago. I remember those early days when he used to come to Chicago and hold public meetings. He would always close his addresses with some words like these: "Out of the night that covers me, black from the pit from pole to pole, I thank whatever Gods may be, for my unconquerable soul."

Now, it was that spirit of invincibility, it was that belief in the future of a group of unorganized men, it was that certainty that the cause of justice and right were invincible, and Brother Randolph himself had imbedded so deeply in his own soul and spirit, that he imbued ten thousand other men with the belief in their own cause, the belief in their own powers, the belief in the justice of their cause, the belief in the invincibility of justice and right. And given that spirit, these men joined hands and hearts and souls and pocketbooks with A. Philip Randolph, and Milton P. Webster and Bennie Smith and C. L. Dellums and the others in here, to build an organization, a trade union that is second to none, at least among Negroes anywhere in the world, and is one of the great labor unions in America today.

Now, I spoke a moment ago about the dark ages, the tough days, we might call them, when the Brotherhood of Sleeping Car Porters in places like Chicago and New York, were unable at times, to pay their light bill, to pay the telephone bill. There have been times when the telephone was disconnected and even taken out, when the light were turned off, because there was not sufficient funds to pay those paltry bills.

But such hardships and handicaps as those did not discourage, they did not deter Brother Randolph and Brother Webster, and these other fine men, from pursuing their course.

I remember once I said to Brother Randolph, as he was about to enter some very important negotiations with the Pullman Company, "Randolph, you know the Pullman Company is a great billion dollar corporation. It has employed some of the greatest lawyers in this country, some of the most astute, some of the most learned to be found anywhere in this country, and you have to be very careful in negotiating and dealing with such men, because they will try to trick you. They will try to make you think you are winning something when you won't be winning anything."

Brother Randolph said, "Well, Brother Burton, I have found in my experience, that if you stick close to principle, you cannot go very far astray." (Applause)

Now, it was sticking close to principles, it was knowing your facts, it was knowing the righteousness and the righeousness of your cause, it was believing in the men you represented, in their loyalty and in their devotion, that caused Brother Randolph and his associates to pursue an exact road, to struggle and overcome the difficulties that they had to surmount.

Speaking about those lean years, speaking about those times that tried the souls of men, that same thought would reoccur over and over again, in those words uttered by Philip Randolph —"I am the master of my fate; I am the captain of my soul"—and that spirit was imbued in those ten thousand men, and they cooperated. And step by step, they achieved the great success which we see and honor today.

I am reminded, when I think of the loyalty and the devotion of these men, of a story that I heard once, of a captain who had been assigned a very hard task, and he came to a point in the prosecution of that task that meant that someone had to be assigned to do a certain thing. And he called a group of soldiers together, about five hundred or a thousand of them. He called those men together, and he made his speech to them, and told them what was involved, and he said, "Now men, now soldiers, I call upon one man to volunteer to perform this task, to do this thing for the sake of the rest of us, for the sake of his country, for the sake of the cause we represent." And he said, "As I count 3, I want the man who has the vision, who has the courage, who is not afraid to die, who is not afraid to lay down his life, to step forward on the count of 3."

The captain said, "One, two three," and the whole regiment stepped forward to volunteer for that arduous, deathly task.

That is the kind of devotion, that is the kind of spirit, that is the kind of vision, that is the kind of courage, that is the kind of interest that these men of the Brotherhood of Sleeping Car

Porters manifested during these last 23 years. And when you find such devotion as that, when you find such courage, when you find such loyalty in a group of men, as the men of the Brotherhood have manifested throughout these years, you can accomplish anything under the sun, because they realize, as their leader said, "We are the masters of our fate; we are the captains of our soul." And that is their kind of courage and devotion and spirit that it takes.

Now, A. Philip Randolph is a personal friend of mine. I often tell other friends that A. Philip Randolph is the best man friend that I have in the world. (Applause) And that is not even forgetting the fact that I have a blood brother. And you know, speaking about brothers, the story is told that upon one occasion a man was traveling through the countryside, and he saw a strange looking sight meeting him as he was walking along the roadway. And when he met up with this strange looking sight, there was a little girl carrying a large boy who had been injured.

The boy was evidently older and larger than herself. And this friend said to this girl: "My, what are you doing, carrying that boy like that. Dont' you know that you have not the strength; don't you know that you should not be trying to carry such a load?"

And his little girl looked at him and said, "This is my brother. He has been injured. He was not able to walk." And she had to trudge along and summon super-human strength and power to carry the load. It makes a difference, my friends, when we realize that these are my brothers. They are struggling for the same thing that I am struggling for. They have the same kind of vision, they have the same kind of purpose, and that is the realization that these men have had, these men on the Santa Fe, and the Union Pacific, and the New York Central, and the Illinois Central, and the Atlantic Coastline, and all of these other railroad systems. These are the boys who are struggling together for a common purpose and end. We must stick together. We must fight together. (Applause)

I think I told you once, back in 1938, when we met in Chicago, about a scene that was reported of two men standing on the river bank, and as they stood there talking, all of a sudden, they were attracted by a sound from the river, which said, "Help, help, help." And they turned, and there was a man who had come up from underneath the waves, and as he came to the top he creid, "Help, help, help."

All at once he disappeared under the waves again. He came up the second time. He said, "Help, help." And these men jumped in to help him. They grabbed a hold of one of his arms and went to lift him out, and that arm came off. It was a wooden arm.

So he went down again, and he came up again, and he cried, "Help, help, help me." And they grabbed a hold of a leg, and that leg came off.

And the last time he came up, he cried, "Help, help, help," And they said, "Well, for God's sake if you will just stick together for a little while, we will save you. (Laughter and applause.)

Now, the men of the Brotherhood of Sleeping Car Porters have learned since, that if they are going to build an organization of which they would be proud, if they were going to build an organization that would give them security, that would give them a living wage, that would give them the desired working conditions, that they had to stick together, and that is what has saved and built up the Brotherhood of Sleeping Car Porters from those lean struggling days to this day of the Renaissance—sticking together.

I have been attracted to Brother Randolph's leadership in this movement because of his unusual courage and because of his uncommon ability. Someone has said long ago, that where there is no vision, the people perish. But vision alone will not save the people. You must have ability. You must have courage. You must be able to get into the thick of the fight, forgetful of the consequences to yourself, and fix your eyes on your purpose, and give all of your attention and strength to the task at hand. That is what A. Philip Randolph

has done. That is what he has led the Brotherhood of Sleeping Car Porters to do. And in saving others, and in saving the Brotherhood, he has not been content and satisfied. From the very beginning, he has instilled and imbued in the lives and minds and souls of these ten thousand men, that it is not enough to have ourselves. It is not enough to build up an organization, where we shall have peace and plenty and prosperity, but we must see to it that we lift others as we climb. (Applause)

Even back as far ago as 1925, when he was appearing in Washington before one of the National Boards, he saw to it that the dining car men were included with the Pullman porters, in a law that was to help the cause of railroad laborers all over the country.

And you remember the story about the March on Washington movement, when he called together a small group of men in New York City, and said to them, "Now, you know the plight of the Negro people in this country. The President of the United States has declared that we are going to make America the arsenal for saving the world, make it the arsenal for making the arms and ammunition for the war that has broken out."

Men and women were taken off the relief rolls, and sent into the defense plants to build armaments of all kinds, but the Negroes, for some reason, were left on the relief rolls.

And Randolph said, "Something must be done about this. The Brotherhood of course, is sitting fairly pretty at the present time, but there are hundreds of thousands and millions of black men and women all over the country who should be given jobs in the defense plants, who are not being given jobs."

So he called for a great demonstration in Washington, D. C., at the monument of Abraham Lincoln, on the first day of July, 1941. He said he wanted ten thousand Negroes to march down Pennsylvania Avenue. We said, "We want 50,000, 100,000 Negroes to march as a man down to the monument of Abraham Lincoln, and there, we want to tell the world our story about this great democracy of the Western World, the democracy that was set up and built upon the principles of the Declaration of Independence, that all men are created equal, that there are certain inalienable rights guaranteed to every man among those being the right to life, the pursuit of happiness, and the constitution of the United States upholding those principles and guaranteeing citizenship, doing away with slavery, and saying that all men, all citizens of this great democracy, shall be treated alike. **That is not being done.**

"We want to meet at Abraham Lincoln's monument at Washington, and tell the people, tell the nation, tell the Congress, tell the President of the United States, tell the world, how this great democracy is mistreating one-tenth of its citizens."

You remember the story. President Roosevelt heard of this. He had been invited by Mr. Randolph and his committee to speak there to this great throng of protesting citizens. He said, "That will never do to have 1,000 or 20,000, or 25,000 or 50,000 citizens of our country meet in protest against their treatment. Hitler and Mussolini and Tojo would seize upon that and broadcast it to our great hurt and dismay."

And so he sent his wife to New York. He said, "Go there and get with Mayor LaGuardia, and call Randolph down, and tell him that America cannot afford to have the Negroes march on Washington in such a demonstration."

She did. She called Mr. Randolph down to see her and the Mayor of New York. He said, "I will not come down alone, but I will be glad to come down with other representatives of the movement." She said, "Bring anybody you want. Come down to see us, Mr. Randolph. It is important."

Randolph and Walter White, I think, and probably one or two others, went down for a conference, and the First Lady of the land, knowing Mr. Randolph very well, said, "Mr. Randolph, the President is concerned about this matter." She said, "He doesn't want the Negroes of America to demonstrate against their own government. We want to ask that you call off such a demonstration."

And A. Philip Randolph, looking the First Lady of the land right in the face, said, "Madam, we have no doubt in the world about your own interests, about your own liberality, about your own love and your own wish that justice and equality should be given to all people."

He said, "But Madam Roosevelt, there comes a time in the lives of races as well as in the lives of nations and individuals, when they must reach their own conclusions. They must make up their own minds as to the justice of the cause, as to the course of action which they will pursue. I cannot call off this demonstration. The people want it. The people have a just grievance here, and that is one of the things that the Constitution of the United States guarantees—the right of petition. All we want to do is assemble there before the great emancipator's monument, and tell the President of the United States, and the Congress of the nation, and the nation itself, and the whole world, our story, of how we are being mistreated."

A few days later, the President had someone get on the long distance telephone and call Randolph, and tell him that they wanted him to come to Washington for a conference a tthe White House. You know the whole story. Again Randolph said, "I cannot come down alone, but I must come down with other members of my committee."

So they went down and met the President. The President consumed almost a whole hour in his genial and fine, fascinating way. Finally Randolph had to say, "Mr. President, will you permit me just a word?"

"Sure, sure, Mr. Randolph."

Then Mr. Randolph had a chance to get in his word to the President, and in effect, he said, "Mr. President, you have the authority, you have the power to issue an executive order abolishing discrimination in the defense plants of this country and in the governmental agencies, and that is what it will take to call off this demonstration."

President Roosevelt said, "Well, I don't like to have a gun held up to my head," and those are his words, I understand. I heard Randolph tell the story and others. He said, "But I am going to call a committee to draw up an executive order and I will sign it."

I think Mayor LaGuardia was the Chairman of the Committee. Aubrey Williams, who was head of the National Youth Administration and several others, was on that Committee.

Randolph went to Chicago on the 25th of June, 1941, less than a week before this demonstration was to come off. There came a long distance call from New York. Mayor LaGuardia said, "Randolph, we have that executive order. Williams and the Committee appointed by the President, have put their time into this, as the President commanded. We want you in Washington tomorrow morning at ten o'clock, because we are ready to present this executive order. We want you to see it and O. K. it before we present it."

Randolph said, "Mayor LaGuardia, I am in Chicago on business for the Brotherhood of Sleeping Car Porters. I cannot be in Washington tomorrow at ten o'clock, but I will be in New York on Tuesday afternoon. I can see you in your office Wednesday morning."

"All right, all right," LaGuardia said. "The Committee will meet you there with the executive order in my office."

He went down. Randolph was handed the executive order in its final draft, as LaGuardia and his committee thought. Randolph read it. It provided for the abolition of segregation in defense industries, but said nothing about segregation and discrimination in the government itself. Randolph said, "This will not do. It says nothing about the chief offender in this matter, the government itself."

LaGuardia threw up his hands and said, "Oh my God, Randolph! The President has seen this order, and said he would sign it as is. I am afraid if we had some amendment to it, he will throw up his hands and not give an executive order at all."

Mr. Randolph insisted that the government itself will have to be included.

"All right, all right, we will put that in. You draw up the paragraph that you want to put in there."

Randolph wrote in a few words there, adding another clause, including the government. They went down to Washington. The President looked it over and he signed it, and then he turned to Randolph and said, "Now, Randolph, I want you to get on a national hook-up on the radio here tonight, and tell the Negroes of the United States not to come down to Washington on July 1." (Applause)

Randolph said, "Mr. President, I can't remain here tonight. I am due to speak tomorrow evening in Houston, Texas, at the annual conference of the N. A. A. C. P."

The President turned to LaGuardia and said, "Arrange a flight for Mr. Randolph to go down to Houston tomorrow."

Mr. LaGuardia went out to arrange a plane flight for this representative of the Brotherhood of Sleeping Car Porters, for this official of the Brotherhood of Sleeping Car Porters, and for this representative of the cause of 15 million black citizens of the United States, representing the cause of liberty-loving people all over the world.

A. Philip Randolph was there to do that. But even before he would do that, he said, "Mr. President, I cannot call this demonstration off alone. I shall have to confer with other officers of the Committee."

The President said, "There is the telephone. Get on the telephone and call them up and tell them what you want to do, and see if they are with you."

Randolph put in the long distance calls and he reached Walter White and others, and finally, they had a consensus of opinion of the Executive Committee, and they said, "Tell the Negro people of the United States that the march on Washington has been postponed—not called off." (Applause) And that is what he did that evening.

He spoke twice that evening, to be sure to get everybody in the United States, and he told them that because the President had signed this executive order, the march on Washington had been postponed, and to keep their committees intact, and further instructions would follow. That is what A. Philip Randolph did.

Now, my friends, I understand that I am kind of pinch-hitting, filling in, until some of these committees are ready to report. So there are one or two other things I would like to say.

Last March, I think it was, this same A. Philip Randolph appeared before another President of the United States, the successor to the late Franklin Delano Roosevelt, a man by the name of Harry S. Truman, and he said to Mr. Truman, "Mr. Truman, I have been traveling around through this country in the last several months, and I know something of the feeling of the tempo of the American Negro at this time. The American Negroes are not interested, they are opposed to entering another World War, fighting in Europe and other places for democracy, until some of that same democracy is given to them here in America." (Applause)

And the President said, "Mr. Randolph, I wish you had not made that statement. I don't like it."

And about that time, Charles S. Houston, a prominent Negro attorney, who was with Mr. Randolph, said, "Mr. President, you should be glad to have a man like Mr. Randolph come here and give you the facts, a man who will not come here and try to say something to try to please you, but a man who will stand up and tell you the facts you should know."

The President said, "Well, yes, I am interested in knowing the facts. Go ahead, Mr. Randolph, and tell the story as you see it."

So then, Randolph told the President that Negroes were not interested in fighting another war for democracy, for people around the world, until they could get some of that same democracy at home, that the bill then pending before the Congress of the United States, said nothing about the abolition of segregation and discrimination in the Armed Forces, and the President himself had the authority to issue an executive order abolishing that in the Armed Services.

The next week, he went before the special committee in the Senate on Military Affairs, and there, Randolph rose to the heights of statesmanship and courage and vision, as he had never risen before, and he said to those Senators there assembled: "Unless there is an amendment made and accepted and adopted by the Congress abolishing discrimination and segregation in the Armed Forces, I personally will take it upon myself to go up and down the length and breadth of this country advising young Negroes and young white men alike, to refuse to join a Jim Crow army." (Applause)

And our good friend, Senator Morse, from Portland, Oregon, after Mr. Randolph had finished, said, "Mr. Randolph, do you realize that the course of action which you are advising might be construed by the courts as treason"?

Randolph said, "Senator Morse, I have considered this problem from every angle. "I don't believe that the United States Supreme Court could hold such action treasonable, because the Constitution itself clearly defines what treason is. It says treason is supplying information to the enemy during the time of war." Randolph pointed all of that out, and he said, "Senator Morse, I don't believe that the Supreme Court of the United States would hold such action as I propose treasonable, because this action which I propose would only be taking into consideration the high principles enunciated in the Declaration of Principles, that all men are created equal, and that there are certain inalienable rights guaranteed to every citizen, among them being life, liberty and the purusit of happiness. And the Constitution itself, makes other guarantees to its citizens, that this action which I propose, would only be trying to propose, and force my country to live up to those fundamental principles upon which our government is founded."

And he said, "Senators, if such action be treason, then I am willing to follow that course." (Applause) And he said, "If such action be treason, it may be that the Negro people of this country are now called upon to pay that price for their freedom."

Friends, those are immortal words. That is a high stand to take. That is a courageous thing to say. And then, in prosecution of that declared course of action he organized this campaign against joining Jim Crow armies. The civil disobedience program stepped him into the shoes of Mahatma Ghandi when he, forgetful of all personal injuries and danger, and volunteering to step forth, out of devotion to a cause, out of love to his fellow man, and said, "If this be treason, then I would be like Martin Luther of old. I take this stand, and God helping me, I shall follow through."

That is the kind of leadership that you have in the Brotherhood of Sleeping Car Porters. (Applause) That is the kind of friend that I am glad to honor. That is why I attend these meetings every two years at my own expense, because it is an inspiration to me, because you men inspire me by your willingness to follow a leader like you have.

And now, I have spoken too long. But let me say this: If you will continue to follow in the leadership of a man like the leader you have, you will some day reach the Promised Land. You will at least be taken up to the mountain top, as Moses was taken up to the mountain top, and shown the land that will flow with milk and honey, so to speak, shown the green pastures. If you do not reach the apex during the lifetime of your present leader, you are training up other men, upon one of whom, from time to time, the mantel of A. Philip Randolph will fall, and who will lead you on and on and on, until you reach the mountain top.

Now, this final thing and I have finished. Because of this long association, because of the challenge of his leadership, because of the inspiration of his leadership and of his friendship, and of this organization that he has built up, I am undertaking to do a thing that has been upon my heart for a number of years now, and that is, I am going to put my 16 years of erperience in the schools at Lincoln and Meridian, Mississippi, and Yale University in New Haven, Connecticut, 16 years, year after year, without a moment's delay and stopping. I am going

to try to bring to bear all of the knowledge, all of the inspiration, all of the influence of that training, into the writing of a book, and probably when we meet again for the celebration of your 25th Anniversary in 1950 in New York City, I hope that there will be in the book shops of New York and all over the country, a biography entitled "The Life and Works of A. Philip Randolph."

(Applause)

President Randolph: Thank you, Brother Burton. I am sure that the delegates have enjoyed immensely, the splendid message you have brought to them. Dr. Burton is one of the fine scholars of our race. It may not be generally known, but Dr. Burton, and Dr. Mordecai Johnson, who is now President of Howard University, and Bishop Grey, were the three men who were considered for the Presidency of Howard University. Dr. Burton was among the three. (Applause)

So, he is a person of high scholarship in the field of theology and the law. I am sure that we all enjoyed immensely the message that he brought.

Now, yesterday, we went on record for the holding of our election at two o'clock today. I had assumed that the Resolutions Committee would have finished its work by last night, and would have been able to report this morning, and that we could have gone into the election of officers at two o'clock. But I understand that the Resolutions Committee is not ready yet to report, and will not be ready to report even at two o'clock. Consequently, the delegate who made the motion, I want to request him to withdraw it. I don't recall his name. He made a motion to hold the election at two o'clock as a special order of business.

Brother L. B. Thompson: I will withdraw the motion.

President Randolph: Brother L. B. Thompson withdraws the motion, so we don't have any complications about not holding the election at two o'clock today.

Now, it is the custom of the Brotherhood of Sleeping Car Porters, in its conventions, to have the International Officers, and especially the International President of the Ladies' Auxiliary to visit during its sessions, and I am very happy that we have in our midst, the International President of the Ladies' Auxiliary. I want to request Brother C. J. Smith, of Richmond, and Brother W. F. Martin, of Chicago, to escort the International President of the Ladies' Auxiliary to the Platform.

(The Assembly applauded as Sister Halena Wilson was escorted to the platform.)

President Randolph: I assure you that it is a pleasure to have with us the International President of the Ladies' Auxiliary. The Ladies Auxiliary is an integral part of the Brotherhood movement.

The Ladies Auxiliaries are not a part of the Brotherhood on a basis of sufferance, but on a basis of necessity.

Women are playing their role in the field of organized labor as well as in other fields. The men in all of the areas of labor, would find it practically, utterly impossible, to carry forward to victory without the support and cooperation of the women.

Therefore, the Brotherhood of Sleeping Car Porters, in the early days of the organization, set up a Ladies' Auxiliary, and I am happy to say that under the wise and able leadership of Sister Halena Wilson, who is the wife of one of our stalwart brothers of Chicago, Ben Wilson, has developed this Ladies' Auxiliary and the movement is going forward with progress and promise.

The Auxiliary has just completed its Convention, where they deliberated on issues of vital importance to the women, to labor, and to peace, and on the questions that concern mankind as a whole.

So, we are fortunate in having a Ladies' Auxiliary with vision and inspiration and with understanding and devotion to the cause of the Brotherhood of Sleeping Car Porters. So at this time, I want to present to you, the International President of the Ladies' Auxiliary, Sister Halena Wilson. (Applause)

Sister Halena Wilson: Brother Randolp, Fellow Delegates, Official Cabinet of the International Ladies Auxiliary. Others assembled, and Visiting Members: This is indeed a pleasure to be here. We are so happy to have so many of our brothers here, and to know what

you, as a group, have done for your women.

When the Ladies' Auxiliary was first organized, under the name of the Colored Women's Economic Council, it was a name only. There were not any of those women under that organization who had the least idea in the world as to what women were supposed to do in the organized labor movement, had no idea whatsoever in the development and the building of an economic council.

We started as a group of women who were determined to work with their husbands to help in any way that we could in as far as our limited knowledge would permit.

There were many times in the various local divisions in those days, when the Brotherhood, as you know, was unable to pay rent, to pay telephone bills, to buy coal to heat their buildings. The Ladies' Auxiliary, in every way imaginable was honorable and upright, and helped in that particular era to buy and to provide finances in the various local divisions where it was needed.

We know the Division in Chicago, in New York, in this city of Detroit, and many others, where at that time the main work of the organization was being carried on, that without the support and the help of the women, the organization would not have run even as smoothly as it did.

I was looking at some figures in the Chicago files not so very long ago, and I found that there were some instances, some months, when there was a balance in the Chicago Brotherhood treasury of two dollars, five dollars, and such figures as that. There was a time even, when the Chicago Ladies' Auxiliary got down to the place where it had two cents balance in its treasury.

So, the women have come up the hard way. They have fought along with their husbands, with their men, and they understand your problems. Those who started out long years ago, when it was a hard job to stand together and to work in an organization where you had nothing but hope and confidence — felt in those days that the desire to improve our living conditions, to raise our living standards, was worth any effort that we might put forth in that direction.

The Chicago Auxiliary has developed in an organization of uninformed women, to a group that is now building an organizational set-up, and an educational program that is second to none in this country. (Applause)

Only recently in the Chicago area, we attended a tri-state conference, and we found in that conference, Auxiliaries coming from various organizations, International and local. I think the Chicago Auxiliary was one of aobut three Negro women's auxiliaries. There was not an auxiliary represented in that entire conference that had the program, that had the finances, that had the membership, that had anything that equalled the report that was made by the Chicago Ladies Auxiliary. And we felt that that was quite an achievement inasmuch as most of these white auxiliaries have been inexistence for 25, 30 and 40 years, where our International Auxiliary is a mere babe of ten years.

So, in ten years' time, we feel that your Ladies Auxiliary has made great progress, and it has certainly tried to be a credit to the fine principles which your organization stands for. We are a part of that; we want you to feel, those of you whose wives and mothers and daughters and sisters, nieces, who do not belong to this organization, we hope you will prevail upon them to become interested.

It is not a very simple matter to get the average person interested in the type of program that we are developing. Most people don't want to think about working conditions and rates of pay and where the next meal is coming from, or how long you are going to live, and what we are going to have to do to provide for their old age. It is sufficient to live in the present and let the future take care of itself.

But we feel, in our Ladies' Auxiliary, if the Negro race is to make progress, we have to begin to plan in each generation, for the coming generation, and each generation of Negroes certainly owes something to the coming generation, and that is the way tradition is born, and

that is the way the custom and strength is accomplished—by preparing and having a sense of responsibility, one for the other.

And we want you brothers to know that in the building of the Ladies' Auxiliary, it is not the intention of the Auxiliary to ever stray from the policy, the program of its parent organization.

(Applause)

We realize that we are there as a helper. We are there to supplement your program. We are there to carry out the policies and the program of your organization in so far as we understand and know them.

I would like to say to you local Presidents, to you local counselors, that unless you permit the Auxiliary to become a part of your educational program and unless you take those officers into your business meetings and discuss and explain to them the policy and the program of the Brotherhood of Sleeping Car Porters, they have no way of understanding, and they have no way of knowing what are those policies.

I feel if you will take time out and when you have your business meetings, or your educational meetings, invite members of the Auxiliary to come in and sit and listen. We are teaching our members to listen; we are teaching our members to be tolerant of each other's view. We disagree, certainly, but we are trying to get to the place where we can disagree violently, if necessary, with each other, and still be friends. (Applause)

We hope that that will be true between the Auxiliary and its parent organization.

Again, I bring you greetings from the International Ladies' Auxiliary, and we hope that your sessions will continue to be as successful as they have been, and that you will have equally as pleasant a meeting as we have just concluded.

Thank you very much. (Applause)

President Randolph: I want to say on behalf of the officers and delegates of the Brotherhood Convention, that we are grateful to the International President of the Ladies' Auxiliary for that fine message of inspiration and hope and promise.

I knew that she would give us a message which would give force and reality to the cause of labor in general, and the Brotherhood of Sleeping Car Porters in particular.

I want to congratulate the International President of the Ladies' Auxiliary upon the splendid organization of the Ladies' Auxiliary, its work, its program and philosophy.

The sending of young women to the various universities of the country to acquire workers' education, is something that the men have not done. They are ahead of the men in that respect. In other words, they have recognized the great value of workers' education, and they are raising their funds for that purpose.

And so, I am proud of the Ladies' Auxiliary, and we thank you for coming to give us this message, Sister Wilson.

And now, I want to present to you the lady in the Ladies' Auxiliary who is second in command, the International Secretary-Treasurer of the Ladies' Auxiliary.

I have known Sister Tucker for a long time. She was one of the original sisters in the Ladies' Auxiliary of the Brotherhood of Sleeping Car Porters in 1925, in Washington, D. C.

I remember going to Washington, D. C. at one time. This is no reflection upon the brothers in Washington, D. C., today. But I remember having gone to Washington, D. C., in the early days, and I couldn't find anybody but Sister Tucker. I couldn't find a porter. (Applause) And so, I am very glad to have Sister Tucker say a word to the Convention at this time. Sister Tucker. (Applause)

Sister Tucker: Brother Randolph, Officers and Delegates to the Convention: As a rule, there is only one speaker, and I certainly did not think that I would be called upon. But I cannot express the feeling that I have in looking over this, may I say, vast convention.

When I think of the time that we began, we had a few men here, and a few men there, a few women here, and a few women there. I could not picture then, the progress that would be made, that would bring us to this day where we have representatives from almost

every large city in the United States and Canada—women and men interested in the thing that we tried to start 25 years ago.

I am overwhelmed, and I cannot express it, to think that in that early day, I had that spark, I had that little understanding that made me willing to put into this organization all that I had.

And now, we have women, fine women, intelligent women, women of standing, who are here to work with you, to plan a greater future for this organization.

We have our difficulties, we have our misunderstandings. I am known as "Fighting Tucker," (laughter) yet, there is no sacrifice that I made, that I have refused to make for this organization.

We had our election yesterday. Oh, someone wanted this one, and some wanted that. There were just a whole lot who wanted changes. But they kept the International President, and nobody else wants my job. (Laughter) Nobody else will have it. But I am gratified to know that the Ladies' Auxiliary will have nobody else but me. (Applause)

I want to hope that you will have a most successful Convention, that your plans for the future will be larger and larger, and that the men will take a more active part in the educational program of the International Ladies' Auxiliary.

I possibly could say more, but God be with you. God be with all of us, and may we have a larger vision of this work. May we be prepared to give more of ourselves.

Many of us here now were not grey-haired when we came in, but when you deal with our folks, you will either become grey-haired or bald-headed.

(Laughter and applause)

President Randolph: Thank you, Sister Tucker. I am very glad that we have had the privilege of listening to these two fine women. And I want to stress the suggestion which has been made by Sister Wilson, and that is that the local officers of the Brotherhood take the women into their confidence and confer with them from time to time. Help them to feel that they have a sense of belonging to the organization, that they are a part of us. They are a part of us because they are our wives and sisters and mothers and daughters. But we want them to know also, that they are organizationally a part of us.

So I hope that the brothers will recognize that fact, and that there will not be any antagonism or hostility between the Ladies' Auxiliaries, and the Brotherhood's Division from time to time, but that we will work together, work in cooperation in the interests of the great goal of our movement.

And when that is done, we are bound to achieve success. So, we want to congratulate the Ladies' Auxiliary again, and I want to compliment and congratulate them on their leadership and on the splendid program they are carrying on, and may God give them success.

Thank you. (Applause)

Now, the Convention does not have at this time, any business before it, because we are awaiting the reports of the Committees, and until the Resolutions Committee or the Committee on Organization and Education, or the Committee on Non-Clerical Storeroom Employees or the Committee on Grievances and Claims is ready to make a report, I now declare the Convention adjourned until we are called together again. I doubt whether that will be this afternoon. I am not so sure. Let me see. Brother Rock will you go up and see Brother Webster, and ask him if he thinks that the Resolutions Committee will be ready to make a report any time this afternoon; if not, to let you know, so that I may adjourn the Convention until tomorrow morning. We will await Brother Rock's return.

(Announcements of Committee Meetings, followed by a short recess, while waiting for Brother Rock's return.)

President Randolph: Will the Convention please be in order.

The Convention will resume its sessions today at two o'clck.

(The Convention recessed at eleven-thirty o'clock.)

THURSDAY AFTERNOON SESSION

September 16, 1948

The Convention reconvened at two o'clock, International President Randolph presiding.

President Randolph: Will the Convention please be in order. Chairman Webster of the Resolutions Committee, do you wish to make an announcement.

Vice-President Webster: The Resolutions Committee has completed its work, and the report is being typed up, and I will ask, Mr. President, that it be made a special order of business for ten o'clock tomorrow morning, to hear the report of the Resolutions Committee; and anybody who has resolutions that he thinks are pretty hot, should be here.

President Randolph: Well, the Resolutions Committee will report at ten o'clock tomorrow morning. All the Delegates must be on hand, and ready to participate in the discussions, if there are any.

Now, the Committee on Train Porters, T. D. McNeal, Chairman. Do you wish to make an announcement?

Brother McNeal: Unless it is desired by the International President that we sit in on the Grievances and Claims Clinic, we can meet immediately.

Brother McLaurin: Mr. Chairman —

President Randolph: Just a minute. The Members of the Train Porters Committee may wish to sit in on the Grievance and Claims Committee, but I think that if you are not able to make a report tomorrow morning that will delay the work of the Convention, so I rather think that your Committee ought to convene following the adjournment of this session.

Brother McNeal: Following the adjournment of this session, the Train Porters Committee will meet in room two on the fourth floor.

Brother McLaurin: Mr. Chairman, it was announced that the Train Porters would be in session at two o'clock on the fourth floor. I understood that announcement came from the Chairman, that some of the members are already upstairs, waiting for the session to start. I think that they ought to be brought down.

Vice-President Bradley: Those who were up there came down with us. They are downstairs.

Brother McLaurin: And those who were up there with me, I left up there a moment ago. (Laughter)

President Randolph: Well, Chairman McLaurin, do you wish to make a comment on the Non-Clerical Storeroom Employees?

Brother McLaurin: The Non-Clerical Storeroom Employees will not be able to report until tomorrow morning because we will have to write up the reports. We just go out of session.

The Committee on Organization and Education is now ready to report, Mr. Chairman.

President Randolph: Well, I think we will let that Committee report tomorrow morning also.

Upon the adjournment of the Convention, C. L. Dellums, the Chairman of the Grievances and Claims Committee, will hold its session in this hall, inasmuch as it is quite a large Committee. Do you want to make any comments on it?

Vice-President Dellums: That is all. We will meet right here.

President Randolph: The Convention is now adjourned until ten o'clock tomorrow morning.

. . . The meeting recessed at two-ten o'clock. . . .

FRIDAY MORNING SESSION

September 17, 1948

The Convention reconvened at ten o'clock, President A. Philip Randolph presiding.

President Randolph: Will the Chairman of the Resolutions Committee come to the platform and we will begin. The Convention will please be in order. We will open with an invocation by Brother Whitaker, of Detroit.

Brother Whitaker: Let us repeat the Lord's Prayer.

Our Father who art in heaven, Hallow'ed be Thy name. Thy kingdom come. Thy will be done on earth, as it is in heaven. Give us this day our daily bread. And forgive us our debts, as we forgive our debtors. And lead us not into temptation, but deliver us from evil: For thine is the kingdom, and the power, and the glory, forever. Amen.

President Randolph: The first order of business is the report by the Resolutions Committee.

Vice-President Webster: Mr. McNeal will read the report for the Committee on Resolutions.

Brother McNeal: Mr. Chairman and Fellow Delegates: The International Secretary-Treasurer, to whom you turned over your resolutions, submitted to your Committee on Resolutions and Constitution a total of 120 resolutions, dealing with matters which properly come within the purview of this Committee's work, and including also quite a large number of resolutions dealing with proposed changes in the working agreement with the Pullman Company.

The Committee wishes to remind the Delegates, and through them, the various Divisions that go to make up the International Organization, that there is a permanent Agreement Committee to which such proposed changes may be submitted at any time. Such proposals for making changes in the working agreement could, and should, be forwarded to the Agreement Committee when decided upon by the Local Division and not held up for action thereon by the Convention.

I wish to emphasize that your entire Committee on Resolutions and Constitution has spent many hours, two days in fact, carefully going over each of the resolutions submitted to it. The utmost consideration and study has been given to each proposition that came up for consideration. A large number of Delegates, accepting the invitation of the Committee, appeared in person before the Committee and explained in detail the background and purpose of their resolutions.

The decision finally reached on each proposition, and which will be recommended to you for adoption, was finally arrived at by the Committee after full discussion, after giving consideration to every possible angle of the matter and in the light of the natural results which could be reasonably anticipated. The final test to which each resolution was subjected was "Would the adoption of this resolution tend to help or retard the Brotherhood of Sleeping Car Porters in its battle to advance the economic security and freedom of its 15,000 members and the more than 60,000 people who depend upon them for food, shelter and clothing."

For purposes of identification these resolutions have been titled and numbered from 1 to 120. In acquainting the Convention with the contents of the resolutions, I suggest that in the interest of saving time, I be permitted to read only the "Resolved" part, that is, unless the Delegate who introduced the resolution requests that the entire resolution be read. In the event that any Delegate desires to have his entire resolution read, for any reason, please feel free to rise and make the request.

Because some of our Resolutions are of public interest and, therefore, very important for several reasons, including the public relations end of this thing, we are going to present those which we consider of public interest first. These Resolutions were acted on by the Committee last, and so the numbers will be from 95 to 120.

Resolution No. 95, entitled "For Operation of a Commission to Combat Slave and Forced Labor, World Menace to Freedom." This is submitted by the International President, and the Resolved part of it reads: "NOW, THEREFORE, BE IT RESOLVED: That the Brotherhood of Sleeping Car Porters endorse the campaign of the Workers Defense League ——."

I think, Delegates, I will have to read all of this because the Resolved part does not give you a true picture of what it is all about.

"The entire world today is confronted with the revival and expansion of degrading institution of human slavery on a scale unparalled in all modern times. A new social class of state owned slaves barren of all hope of the future is being forcibly created in the mid-20th-century civilization.

"The end of the nineteenth century witnessed the wiping out of the shameful crime of legalized enslavement of men by men in all except its insignificant remnants in Europe and North America. The main survivals of this age old corrupting institution in Africa and parts of Asia were no longer expanding and were subject to constant moral pressure as in the case of Leopold & Congo, Liberia and other such areas.

"Today human slavery has been reestablished on a massive scale within a new social framework of Soviet Russia's total state which now controls the heart of Europe and Asia. The new slavery grows as the Soviet police state expands its territory or control.

"This backward swing of history helps to blunt the conscience of the world. This can and does result in growing toleration all over the world of related evils such as retention of forced labor of war prisoners long after termination of military necessities. Every World War II ally has practiced or approved this wrong. At the time we witness the unchallenged continuance of Colonial slavery in Africa, and of such veritages of American chattel slavery as the substantial, even though illegal peonage in agriculture and extracting industries in backward sections of several southern states of the U. S. A. If slave labor in its main new form remains unchallenged, our will to resist and destroy it in all its forms will be paralyzed.

"The revival and ever more rapid expansion of slave labor in old and new territory should rouse every friend of freedom and bring to birth a new world-wide abolitionist movement. The very life of organized labor is at stake when slavery expands anywhere. Human liberty and the rights of labor are indivisible.

"The Workers Defense League will try to meet the challenge by rallying the liberal and labor movements to immediate action. It will join with labor organizations already in the field and with others of like principles in assembling a Commission of Inquiry to probe the extent and depth of this monstrous ressurection of injustice and denial of human dignity.

"We propose to relentlessly expose and combat slave and forced labor in the Soviet totalitarian states, in Africa and Asia, in Central and South America, and wherever peonage has survived in our own United States. Any tolerance of human slavery or even silence in the face of it, daily rots the moral fibre of all mankind. We call upon the conscience of the world to join us in rooting out this monstrous growth.

"NOW, THEREFORE, BE IT RESOLVED: That the Brotherhood of Sleeping Car Porters, endorse the campaign of the Workers Defense League as set forth in the above resolution."

Your Committee on Resolutions recommends that this resolution be adopted. I move the adoption of the Committee's recommendation.

Vice-President Webster: I second the motion.

President Randolph: You have heard the Report Committee. Is there any discussion Hearing none, all who favor the report say "aye"; those opposed, say "no." The "ayes" have it and so it is ordered.

Brother McNeal: Resolution No. 96 has to do with a proposal on Tax Revision, and the Resolved part of this Resolu-

tion would place our organization on record in favor of the following:

"A. Priority should be given to the elimination of imposed excise taxes which contribute to inflationary price levels and are burdensome to producers and consumers.

"B. Personal income tax exemptions should be increased to relieve family income necessary to maintain adequate minimum living standards.

"C. Federal and State tax systems should be integrated to eliminate existing overlapping confusion and duplication.

"D. Loopholes in federal and state income and gift tax laws should be eliminated and administration should be strengthened."

The Committee recommends concurrence in this Resolution. I move adoption of the Committee's recommendation.

(The motion was duly seconded.)

President Randolph: You have heard the Report of the Committee. Is there any discussion? All who favor the report say "aye"; contrary, say "no." The "ayes" have it and so it is ordered.

Brother McNeal: Resolution No. 97 has to do with the abolishment of discrimination in the A. F. of L. Labor Temple, 82 West Montcalm, Detroit, Michigan, this building, and would place our organization on record as follows:

"BE IT RESOLVED: That the Sixth Biennial Convention of the Brotherhood of Sleeping Car Porters assembled in Detroit, Michigan, September, 1948, go on record as calling upon the Detroit and Wayne County Federation of Labor through its President, Mr. Frank X. Martel, to forthwith bring into being the abolishment of racial discrimination in the public eating and drinking places located in the Labor Temple, though privately owned.

"That the International and Local Officials of the Brotherhood of Sleeping Car Porters use all lawful means consistent with the finest democratic traditions of the American Federation of Labor to immediately bring about the abolishment of the restrictions in the Labor Temple, even though public, which now affects citizens and workers of color.

"Further, that the Brotherhood of Sleeping Car Porters, through its International President, call upon the national officers of the American Federation of Labor to use their good offices in the instant issue until this matter is dissolved so that the policy existing locally might not affect the best interests of the American Federation of Labor, and the workers because of their color.

"Finally, that a copy of this resolution be sent to President Frank Martel of the Detroit and Wayne County Federation of Labor and the Officers of his Executive Board and to President William Green and Secretary-Treasurer George Meaney of the American Federation of Labor."

The Committee recommends concurrence in this Resolution. I move the adoption of the Committee's recommendation.

(The motion was duly seconded.)

President Randolph: It has been moved and seconded that the report of the Committee be adopted. Is there any discussion? Hearing none, all who favor the report say "aye"; contrary, say "no." The "ayes" have it and so it is ordered.

Brother McNeal: Resolution No. 98 in the matter of **calling upon Labor to register and to vote in the coming election.** The Resolved part of this resolution provides: "That the Sixth Biennial Convention of the Brotherhood of Sleeping Car Porters, assembled in Detroit, Michigan, September, 1948, go on record as calling upon the members and their families to register and vote 100 per cent in the coming Presidential Elections of 1948, holding to the right to vote for a candidate or party according to the dictates of ones conscience."

The Committee recommends concurrence. I move the adoption of the Committee's recommendation.

(The motion was duly seconded.)

President Randolph: You have heard the report of the Committee. Is there any discussion? Hearing none, all in favor make it known by saying "aye"; contrary, say "no". The "ayes" have it and so it is ordered.

Appendix will have parts of resolutions not shown in regular continuity.

Brother McNeal: Resolution No. 99 is on the subject of **"Shorter Work-Month."** the resolved part of which places the organization on record as: **"supporting and endorsing a shorter work-month of 160 hours, and that all the forces of the organization be mobilized for the successful prosecution and fight for this shorter work-month program** in benefit of the porters in the employ of the Pullman Company and the railroads in the United States and Canada with which the Brotherhood holds contracts."

The Committee recommends concurrence. I move the adoption of the Committee's recommendation.

(The motion was duly seconded.)

President Randolph: It has been moved and seconded that the Report of the Committee be adopted. Is there any discussion? Hearing none, all who favor the report say "aye"; those opposed, say "no." The "ayes" have it and so it is ordered.

Brother McNeal: Resolution No. 100 is on the subject matter of Housing, the Resolved part of which would place the organization on record as being in favor of the Taft-Wagner-Ellender housing bill and the principle of government financing and building of low cost housing.

The Committee recommends concurrence. I move the adoption of the Committee's recommendation.

(The motion was duly seconded.)

President Randolph: It has been duly moved and seconded that the Report of the Committee be adopted. Is there any discussion? Hearing none, all those in favor of the Report say "aye"; those opposed, say "no." The "ayes" have it. It is adopted and so it is ordered.

Brother McNeal: Resolution No. 101, has to do with the **United Nations,** and the Resolved part of it puts the organization on record as follows.

"RESOLVED: That the Sixth Biennial Convention of the Brotherhood of Sleeping Car Porters, assembled in Detroit, Michigan, September, 1948, go on record in support of the United Nations with all of its obvious limitations as constituting the foundation upon which a world government, with a world court and police may be built, making world disarmament possible and mandatory, and the peace of the world assured."

The Committee recommends concurrence. I move the adoption of the Committee's Report.

(The motion was duly seconded.)

President Randolph: It has been regularly moved and seconded that the report of the Committee be adopted. Is there any discussion? Hearing none, all who favor the report say "aye"; contrary, say "no." The "ayes" have it and so it is ordered.

Brother McNeal: Resolution No. 102 has to do with the subject of **Minimum Wages,** and would place the International Organization on record as supporting a minimum wage of 75 cents an hour and calls upon the 81st Congress to enact it into law.

The Committee recommends concurrence, and I move the adoption of the Committee's recommendation.

(The motion was duly seconded.)

President Randolph: It has been regularly moved and seconded that the Report of the Committee be adopted. Is there any discussion. All who favor the report say "aye"; those who are opposed, say "no". The "ayes" have it and so it is ordered.

Brother McNeal: Resolution No. 103 is on the subject matter of **High Prices,** and would place the organization on record as being in favor of the adoption of legislation by the 81st Congress providing a resumption of price control and the rationing of such commodities that may be deemed advisable by a government commission of competent and respected economists that may be appointed by the President of the United States, which may alleviate and break, if not prevent, a disastrous industrial and financial depression.

The Committee recommends concurrence. I move the adoption of the Committee's recommendation.

(The motion was duly seconded.)

President Randolph: It is regularly moved and seconded that the report of the Committee be adopted. Is there any discussion? Hearing none, all who favor the report say "aye"; those opposed, say

"no." The "ayes" have it and so it is ordered.

Brother McNeal: Resoltuion No. 104 calls for **Unity of the A. F. of L. and the C. I. O.,** and would place our organization on record as endorsing the unity of these two labor groups for the advancement of the workers of the United States in particular, and the world in general.

The Committee recommends concurrence. I move the adoption of the Committee's recommendation.

(The motion was duly seconded.)

President Randolph: It is regularly moved and seconded that the report of the Committee be adopted. Is there any discussion Hearing none, all who favor the report say "aye"; those opposed say "no." The "ayes" have it and so it is ordered.

Brother McNeal: Resolution No. 105 has to do with the subject matter of **Train Porter Members:**

"Whereas, action has been taken by the Brotherhood of Railway Trainmen through the National Railroad Adjustment Board and through direct negotiation and demand for money claims for every day worked by a train porter, and the threat of the use of economic power to displace the train porters on the head-end of the trains on such railroads as the Sante Fe and the Missouri-Kansas-Texas, with white brakemen; and

"Whereas, the Brotherhood of Sleeping Car Porters has initiated legal action for injunctions against the Brotherhood of Railroad Trainmen and the aforementioned carriers to prevent the removal of train porters from their present jobs, since if the Brotherhood of Railroad Trainmen, upon the false plea of the right of monopoly of the train porters' jobs, can drive the train porters off their jobs, while denying Negro railroad workers the right to membership, the jobs of Pullman porters and all Negro railroad workers will be insecure; therefore, be it

"RESOLVED: That the Sixth Biennial Convention of the Brotherhood of Sleeping Car Porters, assembled in Detroit, Michigan, September, 1948, go on record as endorsing and backing the fight of the train porters, who are represented by the Brotherhood in the courts, to save their jobs."

The Committee recommends concurrence. I move the adoption of the Committee's recommendation.

(The motion was duly seconded.)

President Randolph: It has been regularly moved and seconded that the report of the Committee be adopted. Is there any discussion? Hearing none, all who favor the report say "aye"; those opposed, say "no." The "ayes" have it, and so it is ordered.

Brother McNeal: Resolution No. 106 has to do with the **F. E P. C.:**

"Whereas, discrimination in industry, trade unions, and the government on account of race, color, religion, country or ancestry is a menace to the economic progress of all minorities in general and the Negro in particular, and since bills for fair employment practice were presented to the 80th Congress, but was not even brought to the floor of the House or Senate; therefore, be it

"RESOLVED: That the Brotherhood of Sleeping Car Porters in its Sixth Biennial Convention, assembled in Detroit, Michigan, September, 1948, go on record as endorsing the F. E. P. C. Bills presented to the 80th Congress by the National Council for a permanent F. E. P. C., and call upon the 81st Congress to enact into law the aforementioned Bills."

The Committee recommends concurrence, and I move the adoption of the Committee's recommendation.

(The motion was duly seconded.)

President Randolph: It has been regularly moved and seconded that the report of the Committee be adopted. Is there any discussion? Hearing none, all who favor the report say "aye"; those opposed, say "no." The "ayes" have it and so it is ordered.

Brother McNeal: Resolution No. 107 has to do with the **President's Executive Order on Army Jim-Crow:**

"Whereas, President Truman issued an Executive Order, July 26, 1948, and subsequently clarified it at a press conference, banning segregation and discrimination in the armed services; therefore, be it

"RESOLVED: That the Sixth Biennial Convention of the Brotherhood of Sleeping Car Porters, assembled in Detroit, Michigan, September, 1948, go on record as commending President Truman upon this timely, constructive and courageous action, and call upon him to appoint a committee provided for in the Executive Order forthwith, to work out the details and procedures for the elimination of segregation and discrimination in the Armed Forces."

The Committee recommends concurrence. I move the adoption of the Committee's recommendation.

(The motion was duly seconded.)

President Randolph: It has been regularly moved and seconded that the report of the Committee be adopted. Is there any discussion? Hearing none, those who favor the report say "aye"; those opposed say "no." The "ayes" have it and so it is ordered.

Brother McNeal: Resolution No. 108 is on the subject matter of the **President's Executive Order** on **F. E. P. C. in Government:**

"Whereas, President Truman issued an Executive Order, July 26, 1948, to set up a Fair Employment Practice Committee in the Government, on account of race, color, religion, national origin or ancestry, which is a sound and proper policy inasmuch as it is a matter of common knowledge that the worst offender in practicing discrimination against Negroes is the Federal Government itself, therefore, be it

"RESOLVED: That the Sixth Biennial Convention of the Brotherhood of Sleeping Car Porters, assembled in Detroit, Michigan, September, 1948, go on record expressing its approval and commendation of this forthright action for F. E. P. C. government, on the part of President Truman in striking this significant blow against the hydraheaded monster of white supremacy in Government, which an informed and awakened public opinion, especially among minorities, must see to it that it is effectively carried out."

The Committee recommends concurrence, and I move the adoption of the Committee's recommendation.

(The motion was duly seconded.)

President Randolph: It has been regularly moved and seconded that the report of the Committee be adopted. Is there any discussion? Hearing none, all those in favor of the report say "aye"; those opposed, say "no." The "ayes" have it and so it is ordered.

Brother McNeal: Resolution No. 109 is on the subject matter of the proposed amendment to the **Railway Labor Act:**

"Whereas, the Railway Labor Act amended as of 1934, does not contain a single sentence banning discrimination on account of race, color, religion, national origin or ancestry, in the great railroad industry, although it is reeking with vicious and violent forms of racial discrimination resulting, in the denial to some Negro railroad workers the right to exercise their seniority as well as work, such as train porters and locomotive firemen on diesel engines; therefore, be it

"RESOLVED: That the Sixth Biennial Convention of the Brotherhood of Sleeping Car Porters, assembled in Detroit, Michigan, September, 1948, go on record as instructing the International President to prepare to move at the most opportune time to secure an amendment of the Act which will ban discrimination on account of race, color, religion, country or ancestry, in any form, and advance and safeguard the interests and rights of train porters, colored locomotive firemen and any other class of employees."

The Committee recommends concurrence. I move the adoption of the Committee's recommendation.

(The motion was duly seconded.)

President Randolph: It has been regularly moved and seconded that the report of the Committee be adopted. Is there any discussion? Hearing none, all those who favor the report say "aye"; those opposed, say "no." The "ayes" have it and so it is ordered.

Brother McNeal: Resolution No. 110 is on the subject matter of the **Conflict between the United States and the U. S. S. R.:**

"Whereas, the United States and the United Socialist Soviet Republics have

locked horns in a cold war which upon the slightest provocation may eventuate into a shooting war which can and will drag our Christian, democratic civilization down to perdition and ruin as a result of atomic and biological warfare; therefore, be it

"RESOLVED: That the Sixth Biennial Convention of the Brotherhood of Sleeping Car Porters, assembled in Detroit, Michigan, September, 1948, go on record as supporting the foreign policy of the United States, especially its refusal to appease the Soviet Union which would end up with another Munich with Stalin and Russia playing the role of Hitler and Germany and making a third world war inevitable, while at the same time, we warn the U. S. A. against the support of bankrupt, fascist monarchial regimes in the old world."

The Committee recommends concurrence. I move the adoption of the Committee's recommendation.

(The motion was duly seconded.)

President Randolph: It has been regularly moved and seconded that the report of the Committee be adopted. Is there any discussion? All those who favor the report say "aye"; those opposed, say "no." The "ayes" have it and so it is ordered.

Brother McNeal: The next Resolution is on Communism in the U. S. A.:

"Whereas, the growing conflict between the western Democracies under the leadership of the United States of America and totalitarian communist Russia and her Eastern Satellites may give shape to the world to come because of the violently antagonistic concepts of liberty, justice and progress, as well as the ethical valuation of the means for the attainment of these goals, expressed in their respective philosophies, policies, principles, programs and practices; and

"Whereas, Communists in the U. S. A. and other countries, as agents of the Cominform use democratic privileges and rights, which they heartily condemn and ridicule, to spread propaganda and win allies for the cause of Soviet Russia.

And whereas, the Communists penerate, undermine, disrupt and tear down trade unions, minority movements and liberal groups and fail to capture through their highly disciplined aggressive programs, spear-headed with a ceaseless and relentless campaign of smearing, lies, rumors and half-truths against the leaders of labor, government, church, business and civic organizations that oppose them and seek, through this technique, to split the labor, liberal and minority movements, with a view to creating the basis and conditions of social, economic and political chaos and disorder for civil war and the violent overthrow of non-Communist Governments everywhere, whether capitalist or socialist, to prevent the encirclement of Soviet Russia, therefore, be it

"RESOLVED: That the Sixth Biennial Convention of the Brotherhood of Sleeping Car Porters, assembled in Detroit, Michigan September, 1948, go on record as condemning Communists and Communism, as a menace to the struggles of labor and minorities and especially the Negroes, for industrial and ethnic democracy, and to our national security."

The Committee recommends concurrence. I move the adoption of the Committee's recommendation.

(The motion was duly seconded.)

President Randolph: It has been regularly moved and seconded that the report of the Committee be adopted. Is there any discussion? All those who favor the report say "aye"; those who oppose it say "no." The "ayes" have it and so it is ordered.

Brother McNeal: Resolution No. 111 is on the subject matter of **Civil Rights:**

"Whereas, civil rights, such as freedom of speech, press, assembly, worship, rights of petition, habaes corpus, trial by jury, right to work and various others are fought for to consolidate the possession of our human rights, such as the right to life, liberty and the pursuit of happiness, that are God-given and cannot be denied or taken away by man or government unless they threaten the human rights of others; therefore, be it

"RESOLVED: That the Sixth Biennial Convention of the Brotherhood of Sleeping Car Porters, assembled in Detroit, Michigan, September, 1948, go on record as endorsing and supporting the Civil

Rights Report and ten point program of President Truman to implement the report, and call upon the President and the 81st Congress to enact into law the proposals set forth therein to the end of achieving first class citizenship for all minorities in the U. S. A."

The Committee recommends concurrence. I move the adoption of the Committee's recommendation.

(The motion was duly seconded).

President Randolph: It has been regularly moved and seconded that the report of the Committee be adopted. Is there any discussion? Hearing none, all those who favor the report say "aye"; those opposed, say "no." The "ayes" have it and so it is ordered.

Brother McNeal: Resolution No. 112 is on the subject matter of **Cooperatives:**

"Whereas, wage earners are faced with the problem of exploitation at the point of production where they earn wages and also at the point of consumption through high prices, where they buy back the goods and services they have produced to sustain life; therefore, be it

"RESOLVED: That the Sixth Biennial Convention of the Brotherhood of Sleeping Car Porters, assembled in Detroit, Michigan, September, 1948, go on record as endorsing the Rochdale system of consumers' and producers' cooperatives and recommend that the cooperative movement be studied and supported."

The Committee recommends concurrence. I move the adoption of the Committee's recommendation.

(The motion was duly seconded.)

President Randolph: It has been regularly moved and seconded that the report of the Committee be adopted. Is there any discussion? Hearing none, those who favor the report say "aye"; those opposed, say "no." The "ayes" have it and so it is ordered.

Brother McNeal: Resolution No. 113 is on the subject matter of the **Taft-Hartley Law:**

"Whereas, the Taft-Hartley Act is based upon the false theory of raising Big Business to a level of equality with organized labor, by stripping trade unions of many of their basic rights and gains, ignoring the obvious fact that monopoly industrial and financial capital with its vast resources, and control over the press, screen, radio and educational institutions, need no safeguards or new power to maintain their great bargaining power, having always in the past as well as the present, maintained a status in our American society far above labor; therefore, be it

"RESOLVED: That the Sixth Biennial Convention of the Brotherhood of Sleeping Car Porters, assembled in Detroit, Michigan, September, 1948, go on record as condemning the Taft-Hartley Act, since it tends to discourage rather than encourage the association of employees in free trade unions. The Taft-Hartley Law drives a wedge between the workers and their unions for their mutual defense and aid by picturing union leaders as tyrants and racketeers from whom wage earners need protection. The Act seeks to discourage rather than encourage the practice of free collective bargaining between parties possessing equality of bargaining power; and foregoes and repudiates reliance on a free trade union movement as a means through free collective bargaining, not only of settling labor-management difficulties but of insuring a sufficiently high wage level to supply the purchasing power necessary for the successful functioning of our greatly productive economy. And we call upon the workers to rally to the fight to defeat all Congressmen and Senators who voted for and supported the Taft-Hartley Act, and support liberal and progressive Senators and Congressmen for election to the 81st Congress."

The Committee recommends concurrence. I move the adoption of the Committee's recommendation.

(The motion was duly seconded.)

President Randolph: It has been regularly moved and seconded that the report of the Committee be adopted. Is there any discussion? Hearing none, those who favor the report say "aye"; those opposed, say "no." The "ayes" have it and so it is ordered.

Brother McNeal: Resolution No. 114 has to do with the subject matter of **Social Security:**

"Whereas, the law of Social Security needs to be strengthened and expanded to cover other areas of workers now without aid in times of economic distress; therefore, be it

"RESOLVED: That the Sixth Biennial Convention, assembled in Detroit, Michigan, September, 1948, go on record as supporting the plan to strengthen and expand the Federal Social Security program in the interest of covering all workers who from time to time become the victims of periodic economic maladjustments."

The Committee recommends concurrence. I move the adoption of the Committee's recommendation.

(The motion was duly seconded.)

President Randolph: It has been regularly moved and seconded that the report of the Committee be adopted. Are there any remarks? Hearing none, all who favor the report say "aye"; those opposed, say "no." The "ayes" have it and so it is ordered.

Brother McNeal: Resolution No. 115, is on the matter of **Health:**

"Whereas, despite the vast wealth of our country and the great advances made in medical science, hundreds of thousands of American citizens fail to receive medical attention and hospitalization when in need of same; therefore, be it

"RESOLVED: That the Sixth Biennial Convention of the Brotherhood of Sleeping Car Porters, assembled in Detroit, Michigan, September, 1948, go on record as endorsing and supporting the Murray-Dingle Bill in the interest of national health to all."

The Committee recommends concurrence. I move the adoption of the Committee's recommendation.

(The motion was duly seconded.)

President Randolph: It has been regularly moved and seconded that the report of the Committee be adopted. Are there any remarks? Hearing none, all who favor the report say "aye"; those opposed say "no." The "ayes" have it and so it is ordered.

Brother McNeal: Resolution No. 116, no the subject of **Colored Locomotive Firemen:**

"Whereas, a campaign has been systematically developed by the Big Four Brotherhoods in general and the Brotherhoods of Locomotive Firemen and Enginemen in particular to drive colored locomotive firemen out of the engine cabs on Southern railroads in utter and flagrant violation of the basic civil and constitutional rights of American citizens of color and in the face of the fact that colored workers fired coal burner engines in the early history of railroads in the South, while always barred from membership in practically all of the railroad unions; therefore, be it

"RESOLVED: That the Sixth Biennial Convention of the Brotherhood of Sleeping Car Porters, assembled in Detroit, Michigan, September, 1948, go on record as endorsing and supporting the fight of the Brotherhood of Sleeping Car Porters, in the courts, press and on the public platform, to save the jobs of Negro railway employees."

The Committee recommends concurrence. I move the adoption of the Committee's recommendation.

(The motion was duly seconded.)

President Randolph: It has been regularly moved and seconded that the report of the Committee be adopted. Are there any remarks? Those who favor the report say "aye"; those opposed say "no." The "ayes" have it and so it is ordered.

Brother McNeal: Resolution No. 117 is on the subject matter of peace-time **Conscription:**

"Whereas, compulsory peace-time conscription is contravention of the basic democratic traditions of the U. S. A. and it is a fact of history that Nazi Germany, Fascist Italy and Militaristic Japan, with compulsory military service, failed to maintain their existence but are today tragic historical curios of the violation of basic human rights of freedom; therefore be it

"RESOLVED: That the Sixth Biennial Convention of the Brotherhood of Sleeping Car Porters, assembled in Detroit, Michigan, September, 1948, go on record as condemning peace-time conscription, as a danger to organized labor and liberty and no safeguard to our national security."

The Committee recommends concurrence. I move the adoption of the Committee's recommendation.

(The motion was duly seconded.)

President Randolph: It has been regularly moved and seconded that the report of the Committee be adopted. Is there any discussion? Those who favor the report say "aye"; those opposed say "no." The "ayes" have it and so it is ordered.

Brother McNeal: Resolution No. 118 is on the **Marshall Plan:**

"Whereas, trade unions represent the social and economic interests of the wage earners in the economy, the State and Society and their existence and activities can be secure only under and within the frame-work of the freedom of a democratic regime; the fight for the realization of democracy is among their most important tasks; and

"Whereas, the Marshall Plan, with its contribution of goods and services, and technical counsel for the restabilization of the economies and democratic communities of free European peoples, rescuing them from social confusion, political disorder, economic chaos, suffering and want, fear and frustration, civil wars and Communist domination, providing the basis for the rebuilding and maintenance of free trade unions, free speech, assembly and worship, without the censorship and terrorization of secret police; therefore, be it

"RESOLVED: That the Sixth Biennial Convention of the Brotherhood of Sleeping Car Porters, assembled in Detroit, Michigan, September, 1948, go on record as endorsing and supporting the Marshall Plan as an important, vital and constructive phase of the foreign policy of the United States of America in the world-wide battle to stop the extension of the iron curtain and halt the march of the hordes of Communism across the world, a threat and peril to liberty, peace and plenty; urging strenuously that the United States seek not to impose its Culture of money and materialism upon weak and struggling peoples anywhere, and call upon the 81st Congress to maintain and strengthen the Marshall Plan free from any crippling amendments."

The Committee recommends concurrence. I move the adoption of the Committee's recommendation.

(The motion was duly seconded.)

President Randolph: It has been regularly moved and seconded that the report of the Committee be adopted. Is there any discussion? Hearing none, those who favor the report say "aye"; those opposed, say "No." The "ayes" have it and so it is ordered.

Brother McNeal: Resolution No. 119 is on the subject of the **Un-American Activities Committee:**

"Whereas, the Un-American Activities Committee, whose avowed aim is to ferret out and eliminate Communists and their fellow-travelers from government posts and the country, have adopted methods and procedures that smear, misrepresent and destroy the good names of some innocent citizens, without providing adequate facilities and opportunities for their vindication, while failing effectively to grapple with the Communist problem;

And whereas the Committee's policy of outlawing the Communist Party and Communist activities will simply tend to drive Communists underground, preventing identification, thereby creating a dangerous unseen enemy; therefore, be it

"RESOLVED: That the Sixth Biennial Convention of the Brotherhood of Sleeping Car Porters, assembled in Detroit, Michigan, September, 1948, go on record as condemning the Un-American Activities Committee on the grounds that its methods of dealing with the Communist question is unsound in principle, violates basic American democratic rights, creates a dangerous hysteria against not only Communists but against Socialists, the most effective fighters of Communists, liberals and labor and honest and able scientists. This policy, program and practice, if unchecked, will wind up destroying American democracy and liberty instead of saving it, and for these reasons we are opposed to the Mundt-Nixon Bill, and hold that the basic remedy for Communism in the U. S. A. is to make democracy work and remove the cause of legitimate grievances of minorities and labor. Be it further

"RESOLVED: That inasmuch as Communists and communism do constitute a problem, the reaches and nature of which, the Government ought to be aware of for its own protection and realizing that Soviet Russia will use spies and all sorts of confidence and undercover people to purloin secrets and valuable information that may serve her in the struggle against the U. S. A., the President appoint a national non-partisan Commission composed of representatives of labor, business, church and school, without regard to race, color, religion, country, ancestry or sex, with a complement of recognized experts in government, economics, sociology, history, anthropology, religion and science, systematically and deliberately to explore the whole problem of Communism in the U. S. A., South and Central America, Europe, Asia and Africa, with a view to providing a sound basis upon which to proceed in meeting the issue of Communism at home and abroad."

The Committee recommends concurrence. I move the adoption of the Committee's recommendation.

(The motion was duly seconded.)

President Randolph: It has been regularly moved and seconded that the report of the Committee be adopted. Is there any discussion? Hearing none, those who favor the report say "aye"; those opposed say "no." The "ayes" have it and so it is ordered.

Brother McNeal: These are the Resolutions your Committee considered of sufficient public interest to place ahead of the others. At this time, we will proceed to report on the resolutions having to do with the operation of the Brotherhood of Sleeping Car Porters.

Resolution No. 1 was submitted by the Savannah Division. It is on the matter of **Submitting the Dues of Porters to His Home Local:**

"Whereas, some members of the Organization pay dues in offices of the Organization other than their own Local office; therefore, be it

"RESOLVED: That the Brotherhood of Sleeping Car Porters in Convention assembled in Detroit, Michigan, Septemter, 1948, go on record as establishing a policy whereby dues paid to any office of the Organization be returned to the home Local of the payee and that strict records be kept of his dues and taxes."

The Committee recommends concurrence, with the understanding that members on indefinite transfers are to pay their dues to the Division to which transferred, the Division to which transferred to retain the Local per capita and notify the transferred member's home Local Division of transfer.

I move the adoption of the Committee's recommendation.

(The motion was duly seconded.)

President Randolph: It has been regularly moved and seconded that the report of the Committee be adopted. Is there any discussion? Hearing none, all who favor the report say "aye"; those opposed, say "no." The "ayes" have it and so it is ordered.

Brother McNeal: Resolution No. 2, submitted by the Washington Division calls for adherence to the **First Paragraph of Article IX; of the International Constitution:**

"Whereas, the problems of the Organization are growing more burdensome and complex and the economic, social and occupational trends are gradually working to a disadvantage to our members and in view of the fact as stated above, we feel that the complete service of our International President and all of his subordinates are needed more now than ever before and many unfair labor practices are prevalent, due to the many labor saving devices used by the Pullman Company and the apparent gross neglect of our Organization Supervisory Machinery; therefore, be it

"RESOLVED, That in the sense of the Washington Division that this Sixth Biennial Convention of the Brotherhood of Sleeping Car Porters go on record to reaffirm the first paragraph of Article IX of the Constitution with a profound urge that it be strictly adhered to."

The Committee recommends non-concurrence, and I move the adoption of the Committee's recommendation.

(The motion was duly seconded.)

President Randolph: You heard the report of the Committee. Is there any

discussion? Hearing none, those who favor the report say "aye"; those opposed, say "no." The "ayes" have it and so it is ordered.

Brother McNeal: Resolution No. 3 was submitted by the Memphis, Tennessee, Division, and it is titled: **"To Provide Adequate Protection for our International Officers after Retirement":**

"Whereas, the Brotherhood of Sleeping Car Porters has recently acquired the status of a Railway Employer and thereby assures retirement protection for its employees, and

"Whereas, the inability of the B.S.C.P. to pay its International Officers a salary for from six to ten years during the period of from 1926 to 1936, thereby impairing or lessening the amount they will receive as a retirement pension, be it

"RESOLVED: That we, the Brotherhood of Sleeping Car Porters, institute a pension plan that will be an adequate retirement pension for our International Officers upon retirement."

I think I had better digress a bit here and explain to you that the intention of the Memphis Division was to try and provide some sort of adequate pension for the six men who made sacrifices over ten years to keep the organization alive. They are now covered by the Railroad Retirement Act, but due to the fact that we paid them no salary for ten years, that pension would be an absolute minimum.

The Memphis Division discussed this, and they wanted to try and work out some plan to provide financial security for these people after they had been retired.

The Committee recommends that this matter be referred to the International Executive Board. I move the adoption of the Committee's recommendation.

(The motion was duly seconded.)

President Randolph: It has been regularly moved and seconded that the report of the Committee be adopted. Is there any discussion? Hearing none, those who favor the report say "aye"; those opposed say "no." The "ayes" have it and so it is ordered.

Brother McNeal: Resolution No. 4, submitted by the Vancouver Division, is on the **Revision of Agreement on Canadian Pacific Railway Company:**

"Whereas, agreement was negotiated and signed on behalf of the Porters in the employ of the Canadian Pacific Railway by the Brotherhood of Sleeping Car Porters on June 1, 1945, and many changes in labor which affect the Porters have come to notice since our contract was agreed upon; therefore, be it

"RESOLVED: That the agreement on behalf of Porters in the employ of the Canadian Pacific Railway and the Brotherhood of Sleeping Car Porters be opened and revised at earliest possible date."

The Committee recommends that in view of the fact that all agreements are scheduled to be reopened, the matter should be referred to the International President with the recommendation that every consideration be given to this matter.

I move the adoption of the Committee's recommendation.

(The motion was duly seconded.)

President Randolph: It has been regularly moved and seconded that the report of the Committee be adopted. Is there any discussion? Hearing none, those who favor the report say "aye"; those opposed say "no." The "ayes" have it and so it is ordered.

Brother McNeal: Resolution No. 5 is submitted by the Dallas, Texas, Division, and is titled: **"To Provide a Better Check on the Books of Local Secretaries."**

"Whereas, the membership of local divisions desire more assurance of the proper handling of their records, and

"Whereas, many local auditing committees and secretaries do not have a proper knowledge of the art of keeping records, be it

"RESOLVED: That the International Organization provide a qualified man to audit the books of local secretaries at least once a year and to instruct local auditing committees and secretaries in the finer points of keeping records."

The Committee recommends that this matter be referred to the International Executive Board, with the suggestion that the sense of this resolution be car-

ried out. I move the adoption of the Committee's recommendation.

(The motion was duly seconded.)

PRESIDENT RANDOLPH: It has been regularly moved and seconded that the report of the Committee be adopted. Is there any discussion? Hearing none, those who favor the report say "aye"; those opposed, say "no."

Let us hear you talk, Brothers. I cannot hear you. Those opposed, say "no." Well, now, I don't know what you want. (Laughter) You have heard the report of the Committee. All in favor of the report of the Committee say "aye"; those opposed say "no." The "ayes" have it and so it is ordered.

Brother McNeal: Resolution No. 6 is titled, **"Committee for Handling Grievance Procedure to National Railway Adjustment Board"**; and it is from the Washington, D. C., Division.

"Whereas, the First International Vice-President has been delegated to handle all grievances and claims before the Adjustment Board and the Brotherhood has expanded and grievances have become more acute, and

"Whereas, the Pullman Company has set up an Industrial Relations Department to handle grievances and claims and have hired lawyers and trained men to handle grievances and claims to their satisfaction; and

"Whereas, due to the number of cases that have to be delayed before going to the Board and all porters who have grievances and claims feel that if their case is not settled satisfactorily to them, their case should be sent to the Board for adjustment; and

Whereas a number of cases have not been sent to the Board because ,the First International Vice-President did not see fit to send them. Such authority in one officer is too much for one man to handle and a dangerous procedure for the welfare of the men, therefore, be it

"RESOLVED: That a committee of three (3) be held responsible for the authority of the destiny of a claim or grievance. Be it further

"RESOLVED: That the International President and the First International Vice-President and the Zone Supervisor where the claim or grievance may originate be held jointly responsible for the destiny of a grievance or claim."

The Committee recommends non-concurrence. I move adoption of the Committee's recommendation.

(The motion was duly seconded.)

President Randolph: It has been regularly moved and seconded that the report of the Committee be adopted. Is there any discussion?

Brother H. E. Jones (New York): I would like to ask, is that not the procedure at the present time? Isn't it the procedure that in case the International Vice-President decides that a claim not be processed, that the matter be referred to the Zone Supervisor and the International President?

Brother McNeal: Not exactly, Brother Jones. The proper procedure is that when the case comes up out of a Local District, it comes to the First International Vice-President, from the zone supervisor where the hearing originates, and comes with the recommendation of that zone supervisor. And the case is processed by the First International Vice-President. Of course, as in all other matters pertaining to the operation of the Brotherhood, the zone supervisor, if there is a difference of opinion, has the right to appeal to the International President over anybody's head in the organization. So, in effect, you are right, and that is the way it actually works now in cases where there is a difference of opinion.

Brother Jones: I recognize that this matter has been before a convention before, and in the Cleveland Convention, this matter was thoroughly discussed on the floor, and there was an opinion given to most of the Delegates assembled at that time, so I was wondering whether that was still the procedure as it was given to the Convention as the procedure at that time.

Brother McNeal: That is still the procedure, Brother Jones.

May I say in connection with this, that in discussing this matter and prior to coming to the Convention, I know that there are some men who have cases that couldn't possibly be won by

any means, where a man is guilty and all the evidence points to his guilt, where a man wants the case carried to the Board anyway. This organization would build up an awful reputation if we took cases there that we knew we could not win, and yet we took them there. I think the resolution reflects an erroneous thinking on the part of some Brothers in Washington.

The Committee recommended non-concurrence.

Vice-President Webster: Mr. Chairman, in connection with this resolution, it is apparent that the framers of the resolution did not have all of the information about the procedure and were not familiar with the rules of the contract. The resolution states that cases are unusually delayed in being sent to the Board. That is a deliberate misstatement. The contract reads—and the framers of the resolution should have known that the contract read—that every case, after it has been appealed to the Assistant General Manager, must be taken to the Board within 30 days. If the resolution makes a statement that cases have been unusually delayed in going to the Board, it is a deliberate misstatement.

It is true that in the last Convention, as well as before at a half dozen meetings of the Executive Board, this same subject matter was discussed. The procedure as I understand it, and as the official who has to handle it, is that after a case has been taken up with the general manager and the assistant general manager, and they rule against us, the case is further studied to see if there is any merit to it that might justify the case being taken to the Board. If in the opinion of the First International Vice-President it is not sufficiently meritorious, the Vice-President in charge of the zone or the zone supervisor in the New York zone is advised that the case will not be progressed any further.

Now, that is the procedure that is followed. The zone supervisor is notified that the case will not be pressed any further, and of course, as has been stated by Brother McNeal, if he still feels dissatisfied, he still has the right to go to the International President to try to prevail upon him. The erroneous position taken by some of our Local officials that every case should be taken to the Board is unsound. A case, as a rule, is won or lost when it is tried before the original superintendent in the grievance committee.

There is also an erroneous position taken by some of our local people that when the case goes to the Board it is tried over again. That is not true. When the case goes to the Board, the burden of proof is on the organization to show that the company has done one of several things: acted unfairly, arbitrarily, or what is known in the parlance of the Board as abuse of its discretion. The precedents that have been set by the Board definitely stipulate that unless it can be shown that there is clear abuse of the discretion, the Board will not disturb the action of the management.

I would suggest in this connection, that local grievance men, or local officials of the organization, ought to become more familiar with the precedents that have been set down, and then I think a good deal of the apparent dissatisfaction relative to cases going to the Board would be cleared up.

We cannot afford to take cases to the Board that are not meritorious and lose them. You will acquire a reputation for irresponsibility. Cases where the evidence is so definite and so strong against the man that there would not be the slightest chance of winning the case, and by continuing to take those case to the Board, you simply will develop a reputation that you are irresponsible. We will no doubt lose the support of the labor members who are interested in developing these precedents.

And so I hope that the local grievance committees in the various Districts and the Local Officers will give a little more thought to the fundamentals of these situations. Some men are of the opinion that because a man pays dues that his case should go as far as it can be taken. That I submit is an erroneous opinion, because the object of the organization is the protection of the man, and it is not to see that he prevails whether he is right or wrong.

And I would like to leave this last suggestion with you, based upon many years of experience in the handling of these cases, even prior to the Brotherhood, that the thing we had better do is to try to teach these men how to stay out of trouble rather than to find technical methods of getting out of trouble after they get into it. (Applause)

President Randolph: Is there further discussion? Hearing none, all who favor the report say "aye"; those opposed, say "no." The "ayes" have it and so it is ordered.

Brother McNeal: Resolution No. 7, submitted by the New York Division is entitled **"New Type Official Working Cards and Dues Books."**

"Whereas, the present dues and working card system in use by the Brotherhood of Sleeping Car Porters for its members is found to be cumbersome and duplicated, and

"Whereas, the organization can save money by means of a simplified and modern method which would serve the dual purpose of working card, dues card and assessments, and

"Whereas, the full and complete record need be kept to place the burden of responsibility on both the member paying dues and the official who collects it; therefore be it

"RESOLVED: In this Sixth Biennial Convention that the attached copy offered in evidence be accepted as the official working card and dues book effective as of the closing date of this Convention."

Most of you Delegates have seen this book around the Convention. The Committee recommends non-concurrence. I move the adoption of the Committee's recommendation.

(The motion was duly seconded.)

President Randolph: It has been regularly moved and seconded that the report of the Committee be adopted. Is there any discussion?

Brother H. E. Jones (New York): Mr. Chairman, that resolution came from the New York Division, after going through the reasons that prompted this book to be brought into being by the New York Division. There were several things that the book attempted to correct. In the committee voting non-concurrence on this book, there must be a substitute for the ocrrection of some of the things that this book attempted to correct.

I first refer to the fact that at the present time we have not had adequate systems for the two year system of the records. The constitution provides that a man, in order to be eligible for election to office, must be financial two years prior to the day of election. It also places the same restriction on members of the grievance committee and the auditing committee. They must be continuously financial for two years before they are eligible. And continuously financial is described in the constitution as "Owing no more than three months' dues."

Consequently, this book attempts to give the member a two year record of his payments. Therefore, when the question might arise as to his eligibility for election to any office, he has the record in front of him.

Now compare that with your present system, your dues card. In order to get two year records with your dues card, you must have eight due cards, four per year; or you must have an accumulation of receipts for those two years.

Now, remember too that your dues card does not give you an accurate record. When your dues card is punched out with a hole that shows the letter "b", there are no initials placed above that mark to show the person who received it and the day that the payment enters into most of these transactions, I see that some records must be kept whereby the member can refer to the date of payment to prove that he was continuously financial over a certain period.

Therefore, when this book, which has been turned down by the Committee, is not to be used, it means that there must be some method of substitution whereby the member will have access to such records. And you might refer to that blue book as answering that need. But I feel that that blue book is too large and cumbersome in order to answer the need we are asking for.

Consequently, I feel that that dues book should have some consideration before it is completely turned down. I am not attempting to substitute my judgment for that of the Committee, but I am merely expressing my opinion here on the floor, and I have had the opportunity to see the need of such a record as that due book provides. Consequently, I feel that some consideration should be given toward it.

President Randolph: Is there any further discussion?

Vice-President Bradley: Mr. Chairman, relative to the present dues book, may I state, about 12 years ago we adopted a blue book, and stamps. At the 1936 Convention in Cincinnati I recommended to this organization a quarterly card system by changing the color of the card quarterly so that we might know at least within three months how a man stood.

My reason for bringing that card to the Convention was that I was tired of having Porters fan me in the nose with a blue book they never opened, and nobody ever knew how many stamps were in it. This book simply transfers and takes the place of the blue book. You still have a book, only it s brown. Now, how many men are going to open this book and show you how they stand? He doesn't need to open a book. The record is on the card.

Now, this Brother says we have no way of telling whether a man is eligible to run for office. When a man pays his dues, it is entered on the day book in practically all locals. Then it is entered on a membership ledger, where his address and everything else are. It is entered on an index system where his address and phone is also. It is entered in the report to the International Secretary, and the organization determines whether he is eligible to run for office, based on our records, not the record he might have in his possession. Therefore, the book, in my estimation, serves no good purpose, and will never supplant or be as effective to this organization in keeping up with the financial status of a man as the quarterly card will be. (Applause)

President Randolph: The Secretary of the Committee wants to make an observation.

Brother McNeal: I would like to point out, Fellow Delegates, that this book was submitted to us on the basis of economy. The five New York Delegates on the Resolutions Committee gave many varied reasons why we should adopt the book. All of these reasons were carefully analyzed. The Committee found there was no economy to be actually effected. That was the basis on which it was presented to us. I would like to say that all of the reasons mentioned by Brother Jones and the New York Division were brought up before the Committee and properly aired; and that after listening to all of that, the Committee, after careful analysis still recommends to you that the book not be adopted.

I want to assure Brother Jones and the other Delegates that the substitute method which, as Brother Jones has said, should be adopted, will provide for "no." The "ayes" have it and so it is the items that Brother Jones mentioned. And it was significant, to my way of thinking, that every man in this Convention who has to do with the collection of dues from the members out on the road, and in various Brotherhood Division, was opposed to the book. I don't think we ought to try to substitute our judgment for the judgment of the men who are charged with collecting dues, and who have this as a part of their day to day work.

This decision took more time to reach than any other decision before the Committee. We spent an hour or two discussing this thing, every possible phase of it. I want to strongly urge that you support the Committee in its recommendation on this matter.

President Randolph: I might say too that I understand that there is a substitute, Delegate Jones, and that substitute will be discussed, I imagine.

All in favor of the report make it known by saying "aye"; contrary, say "no." The "ayes" have it and so it is ordered.

Brother McNeal: Resolution No. 8, submitted by the Memphis Division was handled in conjunction with the recommendation of our International Executive Board, on the matter of this dues book. The Memphis Resolution provided for a working card which would carry changes, which would show the date the member joined, provide places for the card to be punched, and for the date of the collection to be written in.

The Committee did not feel this card went quite far enough. They added one other item, and these two matters were handled as follows: The Committee recommends that the blue books and stamps be eliminated, that the quarterly card be retained and changed to the extent that space be provided on the card to show the date of payment and the Secretary's signature, for each payment made.

I move the adoption of the Committee's recommendation.

(The motion was duly seconded.)

President Randolph: It has been regularly moved and seconded that the report of the Committee be adopted. Is there any discussion? Hearing none, those who favor the report say "aye"; those opposed, say "no." The "ayes" have it and so it is ordered.

Brother McNeal: Resolution No. 9, was submitted by the Washington Division. It is titled **"Procedure for Issuing Press Release and Drastic Action for Deviation from Same."**

"Whereas, an article appeared in the issue of September 11, 1948, of the Washington Afro-American under the signature of Henry E. Jones entitled "William Anderson, Labor Pioneer, Realizes Dreams," and

"Whereas, the following excerpts are derogatory to the character and reputation of the International Officers of the Brotherhood of Sleeping Car Porters: 'Mr. Anderson was a valuable asset in the Brotherhood of Sleeping Car Porters because of his knowledge of the labor movement and his practical experience in dealing with representatives of the Pullman Company. There have been many complicated cases which Mr. Anderson has taken to the International Officers and was advised to "Lay off" and let the individuals suffer whatever penalty the Pullman Company saw fit to impose.

" 'On the other hand, however, the International Officers resented the fact that a Local Officer was so often victorious in cases that seemed so impossible to them that they had advised that they not be taken up.

" 'The Washington Division feels that a great many accomplishments have been made under the capable leadership and guidance of Mr. Anderson, and that he is outstanding in the organization. Yet, when he was nominated for President in 1948, the International Office sent a representative to Washington to hold a series of meetings. The officer did not tell the men whom to vote for, but he did tell them that it was the opinion of the International Office that Mr. Anderson would not make a good President.'

"Whereas, articles of this type undermine the morale of the members and cast reflection on the integrity of the International Officers, therefore, be it

"RESOLVED: That the Organization take drastic steps to prevent members from giving press releases without permission from the International Officers and further be it

"RESOLVED: That the Organization require all members giving interviews to newspaper, magazines, etc., to furnish copy of article to be published to the International President."

The Committee recommends that this matter be referred to the International Executive Board. I move the adoption of the Committee's recommendation.

(The motion was duly seconded.)

President Randolph: It has been regularly moved and seconded that the report of the Committee be referred to the International Executive Board. All who favor the report make it known by saying "aye" —

Brother McLaurin: I would like to amend the motion before it is passed. I would like to amend it to read that the article be given to the International President before it is released, otherwise

we may find it coming to the International offices after it is published.

Brother McNeal: May I say on behalf of the Committee, Mr. Chairman, that we feel there are many angles to this thing, and that the International Executive Board is best prepared to handle it rather than trying to handle it on the floor of the convention here, and we feel certain that whatever comes out of the Executive Board's handling of this matter will be best for the Brotherhood of Sleeping Car Porters.

Brother A. C. Speight (Washington): I think the intent of that resolution was that the material be submitted to the International Office before it has been released in the paper for publication. The intent of the Resolution was that the material be submitted to the International Office, to the designated person, before it was published.

President Randolph: Is there any further information that anyone has? I suggest that you give it to the Board. Any further discussion? Hearing none, all who favor the report say "aye"; those opposed, say "no." The "ayes" have it and so it is ordered.

Brother McNeal: Resolution No. 10, submitted by the Toronto CPR Division, **calling for an International Vice-President Located in Toronto, Canada:**

"Whereas, the Canadian Division of the Brotherhood of Sleeping Car Porters is represented by a Zone Supervisor in the City of Detroit, U. S. A., and

"Whereas, the Canadian labor laws are different in part from those in the United States, and

"Whereas, an Official with jurisdictional authority in Canada will enhance the relations with other labor groups and add prestige to the Brotherhood of Sleeping Car Porters; therefore, be it

RESOLVED: That an International Vice-President be located in Toronto for the good and welfare of the Canadian members of the Brotherhood of Sleeping Car Porters."

The Committee recommends non-concurrence. I might say in connection with this recommendation that there is one resolution here dealing with the same matter, and something is being done about the complaints. I move the adoption of the Committee's report.

(The motion was duly seconded.)

President Randolph: You have heard the report of the Committee. Is there any discussion? All those who favor the report say "aye"; those opposed say "no." The "ayes" have it and so it is ordered.

Brother McNeal: Resolution No. 11, submitted by the Montreal CPR Division, calls for Dissolution of Office of **Field Organizer and Establishing a Canadian Representative:**

"Whereas, for a period of over three (3) years the Office of Field Organizer for the Dominion of Canada has proven itself ineffective in the administration of the Canadian Divisions,

"Whereas, the morale and spirit of the Canadian Divisions are consequently weakened, and

"Whereas, the employer has been able to shade to some extent the significance of the Brotherhood of Sleeping Car Porters, by constant non-adherence to Contractual Regulations, and Organizational requirements, and

"Whereas, the maintenance and solidarity of the Canadian Divisions' Membership are dependent upon proper Administration, and

"Whereas, the strength, power and efficiency of the Brotherhood of Sleeping Car Porters must be recorded and maintained in Canada; be it now

"RESOLVED: That the Office of the Field Organizer be dissolved, and a Canadian Representative be appointed for the administering of Canadian Divisions' and affairs, with full authority, and directly responsible to International Headquarters of the Brotherhood of Sleeping Car Porters, and with location at Montreal, Canada."

The Committee recommends non-concurrence, with the further recommendation that the International President thoroughly inform the members of the respective Canadian divisions that the subject matter referred to in their resolution, namely: location of headquarters, and duties of the International Field Organizer are wholly administrative of, and left to the discretion of, the Inter-

national President. And further recommends that the International President look into this entire Canadian situation with the view of carrying on an educational program which will include trips by himself and the other International Officers for the purpose of informing our Canadian brothers of the Constitutional set-up and general educational program of the Organization. The Committee further recommends that the International President carry out his original program with respect to the visits of the International officers and the International Field Organizer.

I move the adoption of the Committee's recommendation.

(The motion was duly seconded.)

President Randolph: You have heard the report of the Committee. Is there any discussion? May I say, in reference to the report, and the subject matter, that the Canadian Pacific Porters who are members of the Brotherhood of Sleeping Car Porters are some of the best Brotherhood men we have in the organization. (Applause) They are good dues payers. They are loyal to the Brotherhood. They believe in the principles and ideals of the organization. And as the President of the Brotherhood, I want to assure them that the Brotherhood of Sleeping Car Porters will leave no stone unturned to meet the problems that may arise that affect them from day to day.

Of course, whatever is done by the Brotherhood of Sleeping Car Potrers, must be done from the point of view of the total well-being, and the total progress, the total future of the Brotherhood of Sleeping Car Porters. Now, I want the Canadian Delegates to realize, and to see that the recommendations that they have made will be studied and we will do everything in cooperation with them designed to advance the cause of the Canadian Porters, because their cause is our cause, and our cause is their cause, As a mater of fact, we are one! We only happen to be called Canadian Porters and Porters of the States, but essentially, we are one.

I also want to say that the field organizer of Canada, Brother Blanchette, in my opinion, is one of the most effective workers the Brotherhood of Sleeping Car Porters has. (Applause) He does a competent job, and he has done an honorable job, and his word can be depended upon. He understands the problems of the Canadian Porters. He understands the problems of Labor and he is conscientiously devoted to the cause of labor. I just wanted to make these few remarks so that the Canadian men may realize and understand that the organization will do everything in its power to advance the cause of the men, and I do not believe that the Canadian Pacific men are suffering as a result of the lack of proper supervision by the Brotherhood of Sleeping Car Porters.

At the same time we cannot claim that the supervision is absolutely perfect, and that is true with respect to any organization, but it is being carried on with the utmost concern and devotion to the cause of the Canadian Pacific Porters.

All in favor of the report of the Committee make it known by saying "aye"; contrary, say "no." The "ayes" have it and so it is ordered.

Brother McNeal: Resolution No. 12 was submitted by the Houston, Texas, Division, and is on the **subject matter of changing rule 40 of the agreement, and would require a change in rule 40 to become effective.** The Resolution is:

"Whereas a line has been operating out of a District for a number of years and that line be changed in the type of car and line number; be it

"RESOLVED: That such line not be called a new line, thereby permitting the men in said District to bid on same."

The Committee recommends that this Resolution 12 from Houston be referred to the National Agreement Committee. I move the adoption of the Committee's recommendation.

(The motion was duly seconded.)

President Randolph: It has been regularly moved and seconded that the report of the Committee be adopted. Is there any discussion? Hearing none, those who favor the report say "aye";

those opposed, say "no"; the "ayes" have it and so it is ordered.

Brother McNeal: Resolution No. 13 was submitted by the Shreveport, Louisiana, Division:

"Whereas, in accident, sickness or other emergencies it is necessary that one local division officer have the names and addresses of other local division officers, for the sake of quick contact; therefore, be it

"RESOLVED: That the names and addresses and phone numbers of all Presidents and Secretaries of local divisions be furnished to the Presidents and Secretaries of each local division and that these addresses be used in case of emergencies only and not in case of Grievances. (We suggest that all grievances matters be referred to the Zone office.)"

The Committee recommends concurrence, and I move the adoption of the Committee's recommendation.

(The motion was duly seconded.)

President Randolph: You have heard the report of the Committee. Is there any discussion? Hearing none, all those in favor of the report say "aye"; those opposed, say "no." The "ayes" have it and so it is ordered.

Brother McNeal: Resolution No. 14, submitted by the Cincinnati, Ohio, Division, titled **"Financial Reports of Entertainment Committees";**

"RESOLVED: That all entertainment Committees be required to make a financial report to the International Body as well as the local."

The Committee recommends non-concurrence, and I move the adoption of the Committee's recommendation.

(The motion was duly seconded.)

President Randolph: You have heard the report of the Committee. It has been regularly moved and seconded that the report be adopted. Is there any discussion? Hearing none, those who favor the report say "aye"; those opposed, say "no." The "ayes" have it and so it is ordered.

Brother McNeal: Resolution No. 15 is a joint resolution submitted by four Train Porter Division ,the C. & O., the Atlantic Coast Lines, the Seaboard Railroad and the Texas and Pacific.

"Whereas, there are problems that confront the International Executive Brotherhood, that deal specifically with the Train Porters, that are vastly different from that of the Pullman Porter, that require the knowledge of one acquainted with the work and duties of Train Porters; therefore, be it

"RESOLVED: That a member of the Train Porter group be placed or elected to the International Executive Board. This will enable the Executive Board to better work out the problems of the Train Porter."

The Committee recommends non-concurrence and wishes to point out that Executive Board members are elected on the basis of geographical location rather than class or craft. I would like to add to the Committee's formal recommendation that I think it is proper and in order that train porters, like other classifications and crafts represented by the organization, be represented on the International Organization. But you do have geographical distribution at this time. You have the problem of the Canadian Brothers who also want that same representation, and it is my understanding from the comments made in the Resolutions Committee by members of our present International Executive Board, that some study and some definite action is being planned for this representation problem.

I, therefore, move the adoption of the Committee's recommendation.

(The motion was duly seconded.)

President Randolph: It has been regularly moved and seconded that the Report of the Committee be adopted. Is there any discussion? Hearing none, those who favor the report say "aye"; those opposed, say "no." The "ayes" have it and so it is ordered.

Brother McNeal: Resolution No. 16 was also submitted by this joint group of Train Porters' Locals, and it is entitled "Retention of One-Third of the Reinstatement Fee by the Local":

"BE IT RESOLVED: That a certain percentage of not less than one-third of the fee of reinstatement of a former

member be retained by the Local Secretary-Treasurer of such Locals to make up the loss of the regular monthly fee that is credited to the Division."

The Committee recommends non-concurrence in this Resolution. I move the adoption of the Committee's recommendation.

(The motion was duly seconded.)

President Randolph: It has been regularly moved and seconded that the report of the Committee be adopted. Is there any discussion? Hearing none, those who favor the report say "aye"; contrary, say "no." The "ayes" have it and so it is ordered.

Brother McNeal: Resolution No. 17, submitted by the Vancouver Division, is titled **"Field Organizer of Canada** be required to make at least one Local visit quarterly."

"Whereas, the Field Organizer of the Dominion of Canada visits have been yearly. This is not sufficient. Therefore, be it

"RESOLVED: That the Field Organizer of Canada visit each District's Local not less than once every quarter—that is every three months."

The Committee recommends that since this matter is under the direct supervision of the International President, that it be referred to him. I move the adoption of the Committee's recommendation.

(The motion was duly seconded.)

President Randolph: It has been regularly moved and seconded that the report of the Committee be adopted. Is there any discussion? Hearing none, those who favor the report say "aye"; those opposed, say "no." The "ayes" have it and so it is ordered.

Brother McNeal: Resolution No. 18, submitted by the **Montreal Canadian Pacific Division,** titled, **"Annual visits of International Officers to Canadian Divisions."**

"Whereas, Divisions' Membership are enthusiastic in seeing and hearing from their Leaders, and

"Whereas, no visits have been paid to Canadian Divisions for a considerable length of time, and

"Whereas, it is generally believed and accepted that the presence of International Officers would improve morale; therefore, be it

"RESOLVED: That International Officers be requested to make annual visits to Canadian Divisions."

The Committee recommends that this matter be referred to the International President. I move the adoption of the Committee's recommendation.

President Randolph: It has been regularly moved and seconded that the report of the Committee be adopted. Is there any discussion? Hearing none, those who favor the report say "aye"; those opposed say "no." The "ayes" have it and so it is ordered.

Brother McNeal: Resolution No. 19, submitted by the Los Angeles Division, titled **"Procedure for Grievance Handling."**

"BE IT RESOLVED: That inasmuch as grievances are very serious in most cases and it is well to think that it is a man's job that is at stake, grievance committees should be given period instructions or schooling and at least the spokesman and the chairman, if they are two different persons, should be able to attend all hearings. And if it be necessary, that either lose time or pay that they be compensated by the International Organization for any loss of time."

The Committee recommends non-concurrence. I move the adoption of the Committee's recommendation.

(The motion was duly seconded.)

President Randolph: You have heard the report of the Committee. Is there any discussion? Hearing none, all who favor the report say "aye"; those opposed, say "no." The "ayes" have it and so it is ordered.

Brother McNeal: Resolution No. 20, submitted by the Los Angeles Division, and titled, **"The outlawing of smoking room sleeping accommodations for porters."**

"BE IT RESOLVED: that smoking room sleeping will be outlawed entirely for porters. It is unsanitary, noisy and degrading. It is the understanding of our division that there has been a verbal agreement made. Whereas we know verbal agreements can be broken easily,

therefore we resolve that this be put on paper."

The Committee recommends that this matter be referred to the Agreement Committee. The Committee wishes to point out that no verbal agreement exists, but this proposal has already been made to the Company. I move the adoption of the Committee's recommendation.

(The motion was duly seconded.)

President Randolph: You have heard the report of the Committee. All who favor the report say "aye"; those opposed say "no." The "ayes" have it and so it is ordered.

Brother McNeal: Resolution No. 21, submitted by the New York Division, titled: **"Payment for non-sleeping facilities."**

It recommends "That Rule 7 be amended by adding three to the following: 'When deadheading on overnight or long trips and no berth accommodations are available or conditions do not permit employees to secure sleeping accommodations, they shall be paid straight time from time they reported until the time of arrival at destination, or to the point where they can secure such accommodations."

The Committee recommends that this matter be referred to the Agreement Committee. I move the adoption of the Committee's recommendation.

(The motion was duly seconded.)

President Randolph: It has been regularly moved and seconded that the report of the Committee be adopted. Is there any discussion? Hearing none, those who favor the report say "aye"; those opposed, say "no." The "ayes" have it and so it is ordered.

Brother McNeal: Resolution No. 22, submitted by the New York Division has to do with **"The assignment of space to Car Service Employees."**

"Whereas, the Pullman Company issues form 931317 to porters and attendants when dead-heading on Company business; and

"Whereas, this form provides the following instructions to the Pullman Conductor, that it is your authority to provide him (for sleeping purposes) between the hours of 11:30 p.m. and 5:30 a.m. accommodations on the sofa in the men's room of the sleeping cars, or an upper berth (preferably in tourist car) above an unoccupied lower, if possible. He must leave the sleeping car before passengers generally arise in the morning. Under no circumstances is he to be placed in an upper berth over a lower berth occupied by a female passenger.

"Make suitable notation of space occupied, and attach this form to the diagram. The above program is to be modified where necessary to comply with State regulations, or other special instructions in effect; and

"Whereas, it is the opinion of the members of the New York Division that Car Service employees classified as porters, attendants, maids and bus boys in their performance of service resent the method used by the Pullman Company when deadheading on Company business; and

"Whereas, we are requesting that the Pullman Company issue to Car Service employees a form authorizing the Pullman Conductor to assign Car Service employees to any available space without reference to the space they should occupy or the time they should enter or leave a Pullman car; therefore, be it

"RESOLVED: That this Sixth Biennial Convention of the Brotherhood of Sleeping Car Porters assembled in Detroit, Michigan, September, 1948, go on record authorizing the Agreement Committee of the Brotherhood of Sleeping Car Porters to discuss and demand that the Pullman Company change this condition.

The Committee recommends that this matter be referred to the Agreement Committee. I move the adoption of the Committee's recommendation.

(The motion was duly seconded.)

President Randolph: It has been regularly moved and seconded that the report of the Committee be adopted. Any discussion? Hearing none, all who favor the report say "aye"; opposed, say "no." The "ayes" have it and so it is ordered.

Brother McNeal: Resolution No. 23, submitted by the Washington Division has to do with the **Distribution of the Grievance Material to the Committees.**

"Whereas, the Pullman Company has formed the Industrial Relations Department to handle grievances against its employees and has unlimited facilities to educate its Industrial representatives, and

"Whereas, most grievances of the Brotherhood of Sleeping Car Porters have to be handled by men who have no previous knowledge of handling grievances, and

"Whereas, there are no facilities to educate these men who are elected each two years, therefore, be it

"RESOLVED: That the Sixth Biennial Convention go on record as authorizing the International President to set up facilities where local grievances can be handled to the benefit of its members, and be it further

"RESOLVED: That all material which the Zone Supervisor feels is pertinent to the grievance committee such as decisions handed down by the Labor Board and actions taken in previous cases be compiled and distributed to the local divisions."

The Committee recommends that this matter be referred to the International President. I move the adoption of the Committee's recommendation.

(The motion was duly seconded.)

President Randolph: It has been regularly moved and seconded that the report of the Committee be adopted. Is there any discussion? All those who favor the report say "aye"; those opposed say "no." The "ayes" have it and so it is ordered.

Brother McNeal: Resolution No. 24, submitted by the New York Division, enttiled **"Compiling by the Research Bureau important awards and decisions in favor of the Organization."**

"Whereas, a Research Department was established by resolution adopted at the Convention held at Chicago, September 1946, providing that this bureau investigate, evaluate and coordinate economic data for guidance of the negotiations of the Agreement Committee, and

"Whereas, a compilation of all of the important decisions and awards of cases of the Brotherhood of Sleeping Car Porters held before the Third Division of the National Railroad Adjustment Board could be used in educational material for the Grievance Educational Committee of Local Divisions and

"Whereas, this Bureau should be adequately equipped to render this service, therefore, be it

"RESOLVED: That the Research Bureau's work be extended to assemble and compile in loose leaf booklet all the important decisions and awards of cases of the Organization held before the Third Division National Railroad Adjustment Board, and be it further

"RESOLVED: That four copies be sent to each local division."

The Committee recommends that this matter be referred to the International President. I move the adoption of the Committee's recommendation.

(The motion was duly seconded.)

President Randolph: It has been regularly moved and seconded that the report of the Committee be adopted. Is there any discussion? Hearing none, those who favor the report say "aye"; contrary, say "no." The "ayes" have it and so it is ordered.

Brother McNeal: Resolution No. 25, submitted by the Montreal CPR Division, entitled **"Local handling of Grievances and Claims."**

"Whereas, expediency is required in the handling of Grievances and Claims, and

"Whereas, delays are constantly occuring as a result of forwarding from one Organization Office to another, all matters pertaining to Grievances and Claims, including minor, occasioning tremendous, and sometimes unnecessary correspondence and

"Whereas, contractual regulations are easily interpretable, to determine a measure of right or wrong, therefore, be it

"RESOLVED: That Local Grievance Committees' be given wider scope of power, for the handling of Grievances and Claims."

The Committee recommends non-concurrence, and respectfully refers the sponsors of this resolution to the comment made on Resolution No. 11. I move the adoption of the Committee's recommendation.

(The motion was duly seconded.)

President Randolph: It has been regularly moved and seconded that the Report of the Committee be adopted. Is there any discussion? Hearing none, those who favor the report say "aye"; those who are opposed, say "no." The "ayes" have it and so it is ordered.

Brother McNeal: Resolution No. 26, submitted by the Los Angeles Division, is entitled, **"Rule and Chair Car Agreement."**

"BE IT RESOLVED: That there are rules in the Pullman agreement with the Brotherhood and the railroad agreements with the Brotherhood which provides for certain transportation facilities for committeemen on Brotherhood business. Be it resolved that the Brotherhood take definite steps to put an iron clad blanket rule in the agreement stating that committeemen will be given railroad transportation and Pullman accommodations whenever they have occasion to travel on Brotherhood business, whether they work on this particular road or not. They will be given the privilege of traveling on whatever railroad the Brotherhood so designates. It is to be noted that in some districts members of the Brotherhood who are Pullman Porters also are the legal representatives of Chair Car groups and are so recognized. Therefore, we feel that the rule in the Chair Car Agreement should apply to a committeeman whether he work for the Pullman Company or the railroad."

The Committee recommends that this matter be referred to the International Executive Board. I move the adoption of the Committee's recommendation.

(The motion was duly seconded.)

President Randolph: It has been regularly moved and seconded that the report of the Committee be adopted. Is there any discussion? Hearing none, those who favor the report say "aye"; those opposed, say "no." The "ayes" have it and it is so ordered.

Brother McNeal: Resolution No. 27 is submitted by the Savannah Division, and it is titled **"Passes for Porters and their families,"** and reads as follows:

"Whereas, the operation of the Company known as the Pullman has been taken over for management and ownership purposes by a combine of railroads, therefore, be it

"RESOLVED: That the Brotherhood of Sleeping Car Porters at Convention Assembled in Detroit, Michigan, September 1948, go on record as calling upon its duly authorized officials to negotiate with the management in an effort to secure for Porters and their families passes on any interstate carrier."

The Committee recommends that this matter be referred to the International Executive Board, and I move the adoption of the Committee's recommendation.

(The motion was duly seconded.)

President Randolph: It has been regularly moved and seconded that the report of the Committee be adopted. Is there any discussion? Hearing none, those who favor the report say "aye"; those opopsed, say "no." The "ayes" have it and so it is ordered.

Brother McNeal: Resolution No. 28, also has to do with **passes** and was submitted by the Portland, Oregon, Division:

"BE IT RESOLVED: That employees be given passes on all lines whether they are working for that line or not."

The Committee recommends that this matter be referred to the International Executive Board. I move the adoption of the Committee's recommendation.

(The motion was duly seconded.)

President Randolph: It has been regularly moved and seconded that the report of the Committee be adopted. Is there any discussion? Hearing none, all those who favor the report say "aye"; those opposed, say "no". The "ayes" have it and so it is ordered.

Brother McNeal: Resolution No. 29 is on the same subject matter, that is, of **passes,** submitted by the Washington Division:

"Whereas, Resolution No. 59 was passed in the Fifth Biennial Convention held in Chicago in 1946 submitted by nine Divisions of the Brotherhood of Sleeping Car Porters, and

"Whereas, this resolution has not been adhered to by the Pullman Company, and

"Whereas, Pullman Porters are the most discriminated against employees in the Railroad Industry in the issuing of passes, therefore, be it

"RESOLVED: That this Organization go on record as reaffirming Resolution No. 59. Be it further

"RESOLVED: That this resolution include passes for men who are retired."

The Committee recommends that this matter be referred to the International Executive Board. I move the adoption of the Committee's recommendation.

(The motion was duly seconded.)

President Randolph: It has been regularly moved and seconded that the report of the Committee be adopted. Is there any discussion? Hearing none, those who favor the report say "aye"; those opposed say "no." The "ayes" have it and so it is ordered.

Brother McNeal: Resolution No. 30, submitted by the Indianapolis Division is titled **"Reallocation of Lines."**

"Whereas, seniority is the highest right of an individual, we recommend that there be a reallocation of lines based on seniority."

The Committee recommends that this matter be referred to the Agreement Committee. I move the adoption of the Committee's recommendation.

(The motion was duly seconded.)

President Randolph: It has been regularly moved and seconded that the report of the Committee be adopted. Is tehre any discussion?

May I say in this connection that the Organization realizes the seriousness of the problem involving the allocation of runs, as between Districts. I know that in Indianapolis we have men who are 22 years in the service or more, and they are on the extra board. That is true also with respect to Philadelphia, Tampa, Jacksonville, Chattanooga and Pittsburgh. The organization is doing everything possible to solve this problem.

Of course, the question of equalizing seniority rights and seniority values is a difficult question. I don't know that there is anybody who has presented a solution for that problem. The management has not done it, and I know of no union which has done it.

For instance, we have at the present time, men in Houston who are seven years in the service, but who have regular runs. We have men in New York, the Pennsylvania District, who are only five years in the service and who have regular runs. And we have men in Jacksonville, Florida, who are 25 years in the service who are on the extra board; men who are 22 years in the service in Indianapolis, who are on the extra board.

Now, that appears to be improper. It appears to be wrong. But that is a condition which exists in the railroad industry. I do not know any method by which that condition can be changed in the railroad industry as such. For instance you have engineers in Mobile, Alabama, who are 40 years in the service operating on a coal burner engine. You have young men on the New York Central in New York City, who are only two years in the service, operating a Diesel engine. That does not seem to be right. But we have these geographical conditions that nobody can change that have affected the question of seniority values in the railroad industry.

For instance, you take a man who has five years service in the Pennsylvania District.The value of his seniority is equal to a man in Tampa who has 25 years in the service. Consequently, you can see how serious the problem is and how difficult the problem is.

Now the Brotherhood has a rule involving the allocation of runs. And that rule provides that as between two districts, when new service is instituted, that that service shall be allocated to the District where you have extra men whose average age is higher than that of the extra men in the other district involved. For instance, if you had new service as between New York and Boston, involving say five men, and New York had men whose extra ages run from 12, 10, 8, 6, 4; and then the Boston men had ages ranging from 10, 8, 6, 4, 2; now you would add up the ages of the extra men in New York and divide the result by five, and you would add up the extra ages of the men in Boston and divide the result by five. Now if it results that in New York the average age of the men involved is higher than the average age

of the five men in Boston, then the New York men would get the line. I don't know how it is possible to improve upon that rule. Nevertheless, the organization has called upon the Pullman Company to make an extensive survey of all the lines, and material is being accumulated now for discussion and consideration by the Brotherhood of Sleeping Car Porters in conjunction with the Pullman Company, with a view to attempting to solve this problem—at least to alleviate, or ameliorate and relieve it.

I won't stand up here and tell you that we can solve it, but we are going to attempt to do something in the interest of the men in such districts as Chattanooga, Pittsburgh, Philadelphia, Indianapolis and the Tampa Districts that are hard hit when it comes to the reduction of the men involved, especially with respect to regular work.

Now, I want to make those remarks in the interest of the men from Indianapolis, especially, and I hope you will go back and tell the men that the organization is working on this question, and that everything possible is going to be done to eliminate some of the difficulties and trials that you now experience in the interests of getting more work.

In conclusion, may I add that the basic remedy of this question is the reduction of the hours of work. That is why we have a resolution, that the resolutions committee has just read, and you have just acted upon for the purpose of reducing the hours of work; and that is the only way by which we can be able to let you work, to create new jobs.

You know, only recently, the Pullman Company pooled many lines among the men, resulting in the loss of 70 or more jobs that were worth some $300,000 a year. The Brotherhood of Sleeping Car Porters is the one who had those lines unpooled.

Now, there is no other way by which the organization can create jobs, save by the reduction in the hours of work. To that task, the Brotherhood have committed themselves.

Now, is there further discussion of this question? If not, all those who favor —

Brother L. S. Thomas (Asheville, N. C.): Mr. Chairman, it is true that the problem of the extra Porters is no different from that of Porters anywhere in the country, I presume, that we are all becoming way-side stations in the operation of the trans-continental and Pan-American service. That seems to be the basis of the trouble with the places which you just recently mentioned. It seems as though in time that condition is to become more acute. We have no way of determining how a railroad shall operate a line, or between what points that line shall be operated. We have no way of determining whether a line which Detroit presently operates shall shortly be extended to some other outlying point here, beyond the immediate vicinity of Detroit, in which case, and in accordance with Rule 40, the controversy would arise between Detroit and some other place, on the other end of the line there as to whether Detroit would be involved, since the line extends beyond the terminating point, which was the original operating point of the line. And that line would be assigned, presumably, to Cincinnati, which would be the other end of the line, on the basis of the fact that that was the District into which the Line enters, and since it passes through Detroit, that city would not be involved.

Now, Mr. Chairman, in the Chicago Convention, I introduced an idea to the effect—which I believe would be generally taken to be the basis upon which some degree of relief can be reached from this aggravating problem; if it would be possible to freeze that line into the hands of the District which held the original operation of it. It is to be presumed that the District which held the operation also held sufficient seniority rights to retain the operation of it. And if that District, which would be an intermediate District, the basis upon which this greater service has been built up, would be denied the privilege of the retention of the line, then it would have the effect of reducing the seniority of the men involved in the operation of the line to the point where, and through the reduction of work at that point, that the senior men, whose seniority had possibly reached a score of years, would

be relegated to the extra board. This distant point here, which claims now to be the district involved, would be able to fill that line with junior men whose seniority has reached possibly a few years built upon war time requirements.

Mr. Chairman, I believe that the problem created here is due to the fact that the railroads are trying to establish a trans-continental and Pan-American service. To dissolve the intermediate points, and disqualify the intermediate district ,is the cause of this trouble, and I think if we give consideration to the fact that the intermediate District should still be permitted, as of January 1, 1945, to retain that line, then we would be arriving at a fair basis for the settlement of this dispute on a seniority basis. (Applause)

President Randolph: I might say, Delegate Thomas, that the introduction of a trans-continental service did not create the problem. I agree that it accentuated it, but the problem existed before the introduction of the trans-continental service, and therefore, the solution must be more basic, more fundamental. At the same time, your suggestion will be given consideration.

Any further discussion?

Brother R. Norman (Kansas City): Is it a fact that in the Chicago Convention there was a resolution adopted that in the event there was a furlough in one district, that the consideration would be made that the youngest man would be furloughed? For example, if a line went between Detroit and Chicago, and Chicago had the oldest men on its extra service board, and there was a man to be furloughed, the Detroit line would have the man furloughed. Was that resolution adopted?

President Randolph: I don't know of any such resolution, Brother Norman. It would be in violation of the rule, you see, because the allocation of the runs is governed by the rule. And I do not remember any such resolution. I do not think there is such a resolution.

Brother Norman: Thank you.

President Randolph: Is there further discussion? If not, all those who favor the report make it known by saying "aye"; opposed, say "no." The "ayes" have it and so it is ordered.

Brother McNeal: Resolution No. 31 is submitted by the New York Division. It is on the subject of the **reallocation of lines,** and contains a very detailed recommendation in two parts, which the New York men think might be helpful in solving this serious problem.

"Whereas, the question of reallocation of lines has been the subject of many resolutions at the last two conventions, it deserves much consideration before an ultimate conclusion can be reached. The gravity of the situation has been intensified by the fact that more men have been forced to run extra, due to lengthening and shortening of lines or through the establishment of long distance lines which have caused the cancellation of old shorter lines. Thus the men forced to run extra in some districts have as much as twenty years accumulated seniority; and

"Whereas, a careful consideration of this question indicates that it can best be tackled by setting up zones of operation, or better, if possible, by using the zones already set up by the Pullman Company, as an illustration, Buffalo, Detroit, and Albany members of New York Zone; therefore be it

"RECOMMENDED: That the approach to the solution of these problems be made along the lines as indicated in the two suggestions herewith presented:

Suggestion 1

"1. Secure names and seniority of all extra men of the districts affected.

"2. Get the itineraries of all lines operating out of and into the districts affected.

"3. Compile list of all one-way lines to and from these districts.

"4. Exhaust all possible ways of regrouping the lines of the affected districts to include the one-way lines. For instance, New York has five one-way lines to Chicago, which are operated by extra New York men who go to Chicago and return to New York on extra cars or on pass. By this suggestion, Albany to New York could be re-grouped as follows:

"Report at Albany at 7:30 p.m. Receive at 10:00 p.m. on the 1st. Arrive New York and released at 8:30 a.m. on the 2nd. Report on afternoon of 2nd for one-way line to Chicago, arriving 3rd. Layover the night of the 3rd and report the morning of the 4th. Would receive either an extra car or pass to New York, arriving there on the 5th. Report on the 5th at 7:30 p.m. return trip to Albany, arriving there on the 6th with two nights layover.

By adding to their existing line, the one-way trip and returning service, four more regular men are put to work. A three man line has been stretched into a seven man line. (It is to be understood that should a West bound one-way line occur out of Chicago, presenting the possibility of combining the East and West bound lines to establish a regular line, Albany would have no claim to any part of Chicago operation; the new line would be subject to provisions of Rule 40).

Suggestion 2

Using the same zone set-up as proposed in Suggestion 1, the following rule could be considered:

"An employee, having exhausted all of his displacement opportunities within his own district, and there is no junior man he can displace, shall be permitted to displace the junior man on any line operating into his district belonging to a district within his zone. He may occupy the new assignment until vacancies occur in his district that will enable him, by bidding, to again hold a regular assignment or until displaced by a senior man in the district to which the line belongs. In this case he would have no displacement rights on any other line than those operating into his district by employees of districts in his zone or lines in his district."

The committee recommends that this matter be referred to the Agreement Committee. I move the adoption of the Committee's recommendation.

(The motion was duly seconded.)

President Randolph: It has been regularly moved and seconded that the report of the Committee be adopted. Is there any discussion? Hearing none, those who favor the report say "aye"; contrary, say "no." The "ayes" have it and so it is ordered.

Brother McNeal: Resolution No. 32, submitted by the Buffalo Division, has to do with **Vacation Pay.**

"Whereas, a porter receives his vacation pay based on the time made the previous half, and

"Whereas, he has earned his right to vacation by working 180 days the preceding year, be it

"RESOLVED: That he be paid at his regular daily rate."

The Committee recommends that this matter be referred to the Agreement Committee. I move the adoption of the Committee's recommendation.

(The motion was duly seconded.)

President Randolph: It has been regularly moved and seconded that the report of the Committee be adopted. Is there any discussion? Hearing none, those who favor the report say "aye"; contrary, say "no." The "ayes" have it and so it is ordered.

Brother McNeal: Resolution No. 33, submitted by the Pittsburgh Division, titled **"Two weeks' vacation."**

"RESOLVED: That the Brotherhood of Sleeping Car Porters an International Organization, go on record to intercede with the Pullman Company for two weeks vacation for all porters, attendants and bus boys with five years or more service as the other, non-operating employees get two weeks' vacation."

The Committee recommends that this matter be referred to the Agreement Committee. I move the adoption of the Committee's recomendation.

(The motion was duly seconded.)

President Randolph: It has been regularly moved and seconded that the report of the Committee be adopted. Is there any discussion? Hearing none, those who favor the report say "aye"; those opposed, say "no." The "ayes" have it and so it is ordered.

Brother McNeal: Resolution No. 34, submitted by the Savannah Division, entitled, **"Fifteen Days' Vacation."**

"Whereas, through the efforts of the Brotherhood of Sleeping Car Porters, the

porters now receive an annual vacation of seven days, and

"Whereas, this is an inadequate vacation; be it

"RESOLVED: That the Brotherhood of Sleeping Car Porters at Convention assembled in Detroit, Michigan, September, 1948, go on record as instructing its International Officials to seek from the Management a basic 15 day vacation."

The Committee recommends that this resolution also be referred to the Agreement Committee. I move the adoption of the Committee's recommendation.

(The motion was duly seconded.)

President Randolph: It has been regularly moved and seconded that the report of the Committee be adopted. Is there any discussion? Hearing none, those who favor the report say "aye"; those opposed, say "no." The "ayes" have it and it is ordered.

Brother McNeal: Resolution No. 35, submitted by the Portland, Oregon, Division, calls for a **two weeks' vacation.**

"BE IT RESOLVED: That each employee who has worked one hundred and sixty days should be given two weeks vacation with pay."

The Committee recommends that this matter be referred to the agreement Committee. I move the adoption of the Committee's recommendation.

(The motion was duly seconded.)

President Randolph: You have heard the Report of the Committee. Are there any remarks? Hearing none, those who favor the report say "aye"; those opposed, say "no." The "ayes" have it and so it is ordered.

Brother McNeal: Resolution No. 36, submitted by the Kansas City Division, deals with a proposed amendment to the working agreement with the Pullman Company.

"Whereas, there is a sliding scale in the porters pay of approximately $10.00 per month from the maximum, and,

"Whereas, when a porter lays off with seniority enough to draw the maximum salary, the run is filled with probably a junior employee with the minimum seniority, thus saving the company approximately $10.00 per month for the same work that would have been performed by the senior employee, be it

"RESOLVED: That this Sixth Biennial Convention meeting in Detroit, Michigan, from the 12th to 17th of September, 1948, inclusive, go on record recommending to the policy committee to seek to have written in the amended contract with the Pullman Company, "that when a junior employee performs the same services as a senior employee on the one and same job, he should be paid the same rate of pay for the time actually performing his particular duties, thus following through, 'Inequalities.' "

The Committee recommends that this be referred to the Agreement Committee. I move the adoption of the Committee's recommendation.

(The motion was duly seconded.)

President Randolph: You have heard the report of the Committee. Are there any remarks? Hearing none, those who favor the report say "aye"; those opposed, say "no." The "ayes" have it and so it is ordered.

Brother McNeal: Resolution No. 37, has to do with the **application of the progressive rates of pay under the Pullman Agreement.**

"Whereas, Rule 2, paragraph (h) provides, "When a leave of absence is granted for a period of more than thirty days, the time in excess of thirty days shall be deducted in the application of progressive rates of pay. Likewise, when an employee is furloughed for a period of more than ninety days ,the time in excess of ninety days shall be deducted.'

"Whereas, discrimination is made between the old and non-furloughed employees, the furloughed employees, and

"Whereas, Rule 63 permits ninety days leave of absence, therefore, be it

"RESOLVED: That Rule 2, paragraph be referred to the Agreement Committo 'ninety.' "

Since this involves a rule change, the Committee recommends that this matter be referred to the Agreement Committee. I move the adoption of the Committee's recommendation.

(The motion was duly seconded.)

President Randolph: It has been regularly moved and seconded that the re-

port of the Committee be adopted. Is there any discussion? Hearing none, those who favor the report say "aye"; contrary, say "no." The "ayes" have it and so it is ordered.

Brother McNeal: Resolution No. 38 submitted by the Portland, Oregon, Division, is titled, **"Pay for total hours of work in a particular month."**

"Be it so RESOLVED: That an employee be paid total hours that he has worked in any basic month without any time being prorated into the following month."

The Committee recommends that this matter be referred to the Agreement Committee. I move the adoption of the Committee's recommendation.

(The motion was duly seconded.)

President Randolph: It has been regularly moved and seconded that the report of the Committee be adopted. Is there any discussion? Hearing none, those who favor the report say "aye"; those opposed, say "no." The "ayes" have it and so it is ordered.

Brother McNeal: Resolution No. 39, submitted by the Portland, Oregon, Division, calls for a change in **Rule 40,** which has to do with the allocation of new work to Districts.

"BE IT RESOLVED: That the Brotherhood of Sleeping Car Porters at Convention assembled in Detroit, Michigan, September, 1948, go on record as favoring the change in Rule 40 of the Agreement with the Pullman Company so that small districts, such as Portland, Oregon, can be able to secure lines on transcontinental trains. And further, that a system be worked out whereby small districts will not have to compete with larger districts, such as Chicago, for lines on transcontinental trains."

The Committee recommends that this matter be referred to the Agreement Committee. I move the adoption of the Committee's recommendation.

(The motion was duly seconded.)

President Randolph: You have heard the report of the Committee. Is there any discussion? Hearing none, those who favor the report say "aye"; those opposed, say "no." The "ayes" have it and so it is ordered.

Brother McNeal: Resolution No. 40, has to do with a proposed change in **Rule 40** of the Pullman Agreement, and is submitted by the Buffalo Division.

"Whereas, the fundamental right of a railroad laborer is seniority right, and

"Whereas, our agreement should work to bulwark that seniority right, and

"Whereas, changes in operating have occurred that were not foreseen at the time of the writing of the agreement that abridge that right of seniority, be it

"RESOLVED: That Rule forty shall be interpreted: In the establishment of new service, consideration will be given to the seniority of extra employees in the districts involved in determining which district shall furnish the employees. The facilities of the district and the number of extra employees carried being sufficient, the run shall be given to the district where the extra employees have the greater seniority."

This Resolution is along the lines of the other Resolutions on the same subject, and would require a change in the Pullman Agreement. We, therefore, recommend that this matter be referred to the Agreement Committee. I move the adoption of the Committee's recommendation.

(The motion was duly seconded.)

President Randolph: It has been regularly moved and seconded that the report of the committee be adopted. Are there any remarks? Hearing none, all those in favor of the report say "aye"; those opposed, say "no." The "ayes" have it and so it is ordered.

Brother McNeal: Resolution No. 41, submitted by the Jacksonville, Florida, Division, also calls for a change in **Rule 40** of the Pullman Agreement.

"Whereas, the competition by airlines is increasing daily because of the speed and comfort which enables them to carry passengers from city to city without change of planes, and

"Whereas, the railroads have concluded that in order to cope with this competition and to meet the demands of the traveling public, speed and through service must be inaugurated, and

"Whereas, the railroads have placed into service regular line sleepers to operate from city to city without change of cars, and

"Whereas, this operation has caused many districts to lose lines because of a line being extended or a line being shortened, and the district not being permitted to loop the line, which in many cases porters with 20 to 25 years of service have been placed on the extra board and others furloughed, be it

"RESOLVED: That Rule 40 in assignment of runs to district be amended to read as follows:

"(a) In the establishment of new service, consideration will be given to the seniority of extra employees in the districts involved in determining which district shall furnish the employees. The facilities of the District and the number of extra employees carried being sufficient, the run shall be given to the district where the extra employees have the greater seniority.

"(b) When an old establishment is extended or shortened consideration will be given to the seniority of the extra employees in the district that operated the line, permitting the said district to loop lines."

This resolution is along the lines of the other resolutions on that subject. We, therefore, recommend that this matter be referred to the Agreement Committee. I move the adoption of the Committees' recomendation.

(The motion was duly seconded.)

President Randolph: It has been regularly moved and seconded that the report of the Committee be adopted. Is there any discussion? Hearing none, those who favor the report say "aye"; those opposed, say "no." The "ayes" have it and so it is ordered.

Brother McNeal: Resolution No. 42 is submitted by the Cincinnati Division and reads:

"RESOLVED: That the rights of a displaced porter be amended to permit him to displace any man his junior in the line in which he wishes to operate, thus enabling him to get in line again with a minimum amount of lost time."

The Committee recommends that this matter be referred to the Agreement Committee. I would like to add, in addition to the Committee's recommendation, that a rule to eliminate the loss of time suffered from this cause has already been submitted to the Company, and I understand an agreement has been reached on it, and is waiting for the signature of our International President.

I move the adoption of the Committee's recommendation.

(The motion was duly seconded.)

President Randolph: It has been regularly moved and seconded that the report of the Committee be adopted. Are there any remarks?

Brother Dorsey: Mr. Chairman, I did not understand where the resolution came from?

Brother McNeal: It came from the Cincinnati Division.

Brother Dorsey: Thank you.

President Randolph: All in favor of the report of the Committee say "aye"; those opposed, say "no." The "ayes" have it and so it is ordered.

Brother McNeal: Resolution No. 43 calls for a **change in Rule 4 of the Pullman Agreement** and was submitted by the Jacksonville, Florida, Division.

"Whereas, the porters have been assigned to the smoking room during their rest period, and

"Whereas, it is discourteous on the part of the porter to ask the passenger out of rest period of the porter and often times created unnecessary noise which deprives the porter of his proper rest, and

"Whereas, discourtesy on the part of the porter to ask the passenger out of the smoking room which in some cases bring on arguments between the porter and passengers, be it

"RESOLVED: That in the past paragraph of Rule 4, the words 'such as the couch in the men's room,' be deleted."

The Committee recommends that this matter be referred to the Agreement Committee. I move the adoption of the Committee's recommendation.

(The motion was duly seconded.)

President Randolph: It has been regularly moved and seconded that the report

of the Committee be adopted. Is there any discussion? Hearing none, those who favor the report say "aye"; those opposed, say "no." The "ayes" have it and so it is ordered.

Brother McNeal: Resolution No. 44, submitted by the Kansas City Division, calls for an **amendment** to the existing **Agreement with Pullman.**

"Whereas, when an employee is accused of an offense, he is not permitted to get a copy of the accusation including the name or names and addresses of the accusers, thus causing the employee or his representative to wrest from the employer the facts in the case before a satisfactory statement can be written, and, sometimes causes the porter to write the second statement on the same question; be it

"RESOLVED: That this Sixth Biennial Convention go on record recommending to the Policy Committee, to seek to have written in the amended contract, that a copy in its complete form be furnished an employee or his representative before he is requested to give a statement on the matter in question."

The Committee recommends that this matter be referred to the Agreement Committee. I move the adoption of the Committee's recommendation.

(The motion was duly seconded.)

President Randolph: It has been regularly moved and seconded that the report of the Committee be adopted. Is there any discussion? Hearing none, those who favor the report say "aye"; opposed, say "no." The "ayes" have it and so it is ordered.

Brother McNeal: Resolution No. 45, submitted by the Buffalo Division is titled **"Confining duties of attendants and bus boys,"** and reads:

"Whereas, the duties of the attendants and bus boys includes the work of preparing beds and doing porter work, and

"Whereas, it is often very unsanitary and invades the realm of work of the porter, be it

"RESOLVED: That the duties of attendants and bus boys be confined to commissary duties only."

The Committee recommends non-concurrence. I move the adoption of the Committee's recommendation.

(The motion was duly seconded.)

President Randolph: It has been regularly moved and seconded that the report of the Committee be adopted. Is there any discussion? Hearing none, all who favor the report say "aye"; those opposed, say "no." The "ayes" have it and so it is ordered.

Brother McNeal: Resolution No. 46, submitted by the Washington, D. C., Division, is titled **"Establishing of a Grievance Chart."**

"Whereas, the Grievance Committee meets with many difficulties in trying to handle grievances, and

"Whereas, after the penalty has been rendered by the Management out of proportions to the charge, and

"Whereas, the Pullman Company renders severe penalties to some employees who have similar charges and there seems to be partiality shown in these penalties, therefore, be it

"RESOLVED: That the Sixth Biennial Convention of the Brotherhood of Sleeping Car Porters go on record as negotiating with the Pullman Company for some uniform method of rendering a decision of similar charges. Be it further

"RESOLVED: That the Organization go on record to negotiate and outline a chart to be followed in all decisions such as, First offense on a given charge ten (10) days. Second offense, additional time with more drastic penalty for the third offense after the charges have been proven."

The Committee recommends non-concurrence. I would like to add, on behalf of the Committee, that one of the principle reasons why this action is being recommended to you is that all railroad jobs, transportation jobs, I should say, have a rule stating that men who are found guilty of being under the influence of intoxicants are automatically liable to discharge. Now if we had a change adopted for the penalizing of employees, and all decisions have to be the same, every man who is proven to be under the influence of intoxicants, or even having the odor of intoxicants on his breath, could and would be fired. I

don't think we want that. So the Committee is recommending non-consurrence. (Laughter) I move the adoption of the Committee's recommendation.

(The motion was duly seconded.)

President Randolph: You have heard the report of the Committee. Are there any remarks? Hearing none, those who favor the report say "aye"; opposed, say "no." The "ayes" have it and so it is ordered.

Brother McNeal: Resolution No. 47, submitted by the New York Division is titled, **"Rule 46,** operation of extra employees out of home station."

"Recommended that the third paragraph of Rule 46 be amended to read:

"An employee refusing or failing to report for an assignment or release from an assignment, shall immediately revert to the foot of the extra list, which shall be the position immediately following the name of the employee having the longest layover at the time."

"It is further recommended that the sixth paragraph of this rule be changed to read:

"An employee relieved from service because of illness or injury that incapacitates him for ten or more days when again reporting for duty, shall have his name entered at the top of the extra list. An employee returning from leave of absence, or one received on temporary transfer or one recalled from furlough, shall have his name entered at the foot of the extra list.

"An employee shall be considered available when he can be reached at home or at a point designated by him to the management in time to reach the point of reporting to cover the assignment.

"Be it further recommended, that this Rule be also amended by adding to it the following fifth exception:

"(S) Use of employees, who are equipped to run 'in-charge' and those who are physically not qualified for some types of service.

"It is understood that the management may use these employees in assignments for which they are qualified, regardless of position on the extra board, taking them in their relative positions. The physically not qualified employees are those who have been adjudged unfit to operate sleeping cars or some types of sleeping cars."

The Committee felt that some of these recommendations—in fact, the whole thing—have merit. Since this Committee has no final handling of these things, it recommends that it be referred to the Committee on Agreement. I move the adoption of the Committee's recommendation.

(The motion was duly seconded.)

President Randolph: It has been regularly moved and seconded that the Committee's report be adopted. Is there any discussion? Hearing none, those who favor the report say "aye"; opposed, say "no." The "ayes" have it and so it is ordered.

Brother McNeal: Resolution No. 48 submitted by the New York Division is titled, **"Additional pay when used on layover or relief days."**

"RECOMMENDATION: That paragraph (1) of Rule 16 be amended to read:

"'An employee who doubles out in his own or another regular assignment prior to the expiration of his layover or relief, shall be paid for the trip thus started the number of days there are employees in the assignment, as covered by operating schedules, and in addition, time and one-half for all hours worked prior to expiration of layover, and such held-for-service as may accrue in restoring him to his regular assignment.

"'Exception: (a) When an employee is changing from one regular assignment to another before expiration of the layover from his preceding trip, the hours worked before expiration of layover shall be paid for at straight time and shall not be used to produce punitive time.'

"It is further RECOMMENDED: That paragraphs 2, 3, 4 of this Rule be stricken out and the following paragraph substituted for paragraph 2:

"(2) A regular employee used on an Extended Special Tour in accordance with Exception (3) of Rule 46, after return to his home station, shall be privileged to depart of his own accord in his regular assignment before the expiration of layover from his preceding trip. He shall be paid straight-time for all

hours made before expiration of layover, but this time shall not be used to produce punitive time. But, when the regular employee doubles out at the direction of the Company, he shall be paid in accordance with paragraph (1) of this rule."

The Committee recommends that this matter be referred to the Agreement Committee. I move the adoption of the Committee's recommendation.

(The motion was duly seconded.)

President Randolph: It has been regularly moved and seconded that the report of the Committee be adopted. Is there any discussion? Hearing none, all those who support the report say "aye"; those opposed, say "no." The "ayes" have it and so it is ordered.

Brother McNeal: Resolution No. 49: submitted by the New York Division, titled **"New Rules."**

"Rule A. The duties to be performed in a road service assignment shall consist of those confined to the car to which the employee is assigned and those outside of the car necessary to give service to the passengers of this car.

"Whenever an employee is required to perform service in another car, he shall be paid at his regularly established hourly rate of pay for all this service, in addition to all other compensation.

"Rule B. Any scheduled rest period not obtained shall be paid for at the hourly rate in addition to all other earnings for the month and shall be credited and paid for in the payroll period in which the loss of rest occurred.

"Rule C. Extra employees required to double-out in regular or irregular assignments before the expiration of 24 hours after completion of a trip shall be paid time and one-half for all hours made before this time.

"Rule D. Late arrivals shall be paid for in addition to all other compensation and shall be credited and paid in the payroll period in which late arrival occurred."

Because of the nature of the Resolution, we recommend that it be referred to the Agreement Committee. I move the adoption of the Resolution Committee's recommendation.

(The motion was duly seconded.)

President Randolph: It has been regularly moved and seconded that the report of the Committee be adopted. Are there any remarks? Hearing none, all those who favor the report say "aye"; contrary, say "no." The "ayes" have it and so it is ordered.

Brother McNeal: Resolution No. 50, submitted by the New York Division, proposes a **change in Rule 50** of the Pullman Agreement.

"Recommended that Rule 50 be amended by adding thereto the following:

"'Employees held out of service upon the statement of the Company's Medical Examiner shall be granted a hearing within ten days from date held out of service, at which time all medical records of the employee shall be produced. Should these reports disagree, a disinterested medical third party shall be selected whose findings shall be submitted to both parties to the dispute!"

Since this requires a rule change, the Committee recommends that it be referred to the Agreement Committee, and I move the adoption of the Committee's recommendation.

(The notice was duly seconded.)

President Randolph: It has been regularly moved and seconded that the report be adopted. Any remarks? Hearing none, all in favor of the report say "aye"; opposed, say "no." The "ayes" have it and so it is ordered.

Brother McNeal: Resolution No. 51 is submitted by the New York Division, and is titled, **"That the 2nd paragraph of Rule 43 of the Pullman Agreement be amended."**

"RECOMMENDATION: That the 2nd paragraph of Rule 43 of the Agreement be amended to read:

"'Where a regular assignment has been temporarily discontinued due to causes other than to "acts of God," an employee affected, when at his home station, shall be placed at the top of the extra list and shall be subject to any assignment in his class of service (i. e. attendant in extra commissary work or porter in work other than commissary or "in-charge" work, if not qualified.)

That will make him available for his next regular trip, if possible, or otherwise within a reasonable time. He shall not receive less credit than what he would have earned on his regular run because of the temporary discontinuance of his regular assignment.'

"It is further RECOMMENDED: That the following sentence be added to this rule:

"'When a regular assignment has been discontinued for five consecutive trips, the employee shall be accorded displacement rights under provisions of Rule 44.'"

The Committee recommends that this matter be referred to the Agreement Committee. I move the adoption of the Committee's recommendation.

President Randolph: It has been regularly moved and seconded that the recommendation of the Committee be adopted. Are there any remarks? Hearing none, all those who favor the report say "aye"; opposed, say "no." The "ayes" have it and so it is ordered.

Brother McNeal: Resolution No. 52, submitted by the New York Division, calls for a **change in Rule 43** of the Pullman Agreement

"Whereas, Rule 43 of the Agreement provides that where a regular assignment has been tmporarily discontinued due to 'Acts of God,' the regular employee would not receive 'held for service' but would be permitted to operate on the extra board when no extra men are available.

"Whereas, this provision is unfair to the regular men, therefore, be it

"RESOLVED: That the clause 'when no extra men are available' be deleted."

Because this would require a rule change, the Committee recommends that it be referred to the Agreement Committee. I move the adoption of the Committee's recommendation.

(The motion was duly seconded.)

President Randolph: It has been regularly moved and seconded that the report of the Committee be adopted. Are there any remarks? Hearing none, all those who favor the report say "aye"; opposed say "no." The "ayes" have it and so it is ordered.

Brother McNeal: Resolution No. 53, submitted by the New York Division is titled, **"Proposed change in Rule 42 of the Pullman Agreement."**

"RECOMMENDED: That Rule 42, Rebulletining Changed Runs, shall be amended to read:

"'A change of terminal, change in style of car (as heavy-weight to light-weight or vice-versa or from bedroom car to roomette, etc.), change of thirty minutes or more in departure or arrival of line, change of number of days in an assignment for round trip or change from 'in-charge' to 'non-in-charge,' or vice-versa or from commissary to non-commissary line or vice-versa, an alteration of total home layover, in excess of ten per cent shall constitute a new run and shall be bulletined as provided in Rule 41.

"'Where runs are changed for any cause, the senior employees in the assignment up to the number required for the new operation may continue in the run until awards are made under the new assignment. The original regular employee who does not choose to remain in the assignment until the awards are made, may immediately exercise displacement rights as provided in Rule 44. Employees who remained in the assignment during the bidding and was not awarded the assignment shall have displacement rights from date of award.'"

Since this has to do with a proposed rule change, the Committee recommends that it be referred to the Agreement Committee. And I move the adoption of the Committee's recommendation.

(The motion was duly seconded.)

President Randolph: It has been regularly moved and seconded that the report of the Committee be adopted. Are there any remarks? Hearing none, all those who favor the report say "aye"; opposed, say "no." The "ayes" have it and so it is ordered.

Brother McNeal: Resolution No. 54 on Rule 8 of the Pullman Agreement.

"Whereas, Rule 8 of the Agreement provides 'An employee called for and used on station duty shall be credited with actual time on duty with a minimum credit of four hours, if no other service follows continuously.'

"Whereas, the clause 'if no other service follows continuously' gives Management arbitrary right to determine when the employee shall receive the minimum credit, and

"Whereas, the interpretation is not clear, therefore, be it

"RESOLVED: That the rule be amended by striking out the clause 'if no other service follows continuously.'"

Since this refers to the Pullman Agreement, the Committee recommends that it be referred to the Agreement Committee. I move that the report of the Committee be adopted.

(The motion was duly seconded.)

President Randolph: It has been regularly moved and seconded that the Committee's report be adopted. Is there any discussion? Hearing none, those who favor the report say "aye"; those opposed, say "no." The "ayes" have it and so it is ordered.

Brother McNeal: Resolution No. 55, submitted by the Cleveland, Ohio, Division, contains proposals for a **change in Rules 28, 41, 44 and 45** of the existing Agreement with the Pullman Company.

"Rule 28: Rule 28 discriminates in the application and the operation of seniority, in that all buffet and composite cars carry sleeping accommodations or seat space, and Porters are used as attendants and Bus Boys in emergencies, and Bus Boys and Attendants are used in regular Sleeping Car Service when composite cars are cut out and Sleeping cars are used in their stead, which is to the advantage of the Pullman Company.

"By separate rosters Porters are prohibited from bidding on these runs. Yet this practice, being in effect, it is difficult to understand the need for separate rosters.

"Therefore, be it RESOLVED: That Seniority Rosters of Porters, Attendants and Bus Boys be Consolidated.

"Rule 41. Whereas, Rule 41, in its present interpretation does not give Porters sufficient protection, especially extra porters. Where runs are posted for bid, and awards are made as a result thereof, they are penalized by being forced to lose time from the date of the award until the date the run is due out, account being declared operating in line from the date of the award, even though there is an interum time of several days from the date of the award until the date due out. Therefore, be it

"RESOLVED: That Rule 41 be interpreted that Porters having been awarded runs shall not be declared operating in regular line until the date due out in his assignment, and shall be permitted to operate extra until date his run is due out.

"Rule 44. Whereas, rule 44 does not protect a displaced porter or one who loses his run through no fault of his own from unnecessary loss of time, as he must wait a number of days to displace the younger porter in the run he selects. Having made known his selection and signed for same, he is held out of service until date due out, and is sometimes displaced on the date due out and is forced to lose more time; therefore, be it

"RESOLVED: That Rule 44 be interpreted to read that Porters having been displaced be permitted to work extra until the date due out in the run into which he displaces.

"Rule 45. Whereas, extra porters are being penalized by failure to receive sufficient work, and whereas opinion prevails that favoritism is still being shown by signout clerks, though hard to prove at times, and

"Whereas, the cost of living demands that men work continuously, and the Pullman Company fails to take any interest in the welfare of their porters, it is necessary that appropriate action be taken to improve the lot of the extra porters. Therefore, be it

"RESOLVED: That our negotiating Committee be directed to negotiate, that extra porters be guaranteed full time pay when in the employ of the Pullman Company."

Since this has to do with the Pullman Agreement, the Committee recommends that it be referred to the Agreement Committee. I move the adoption of the Committee's recommendation.

President Randolph: You have heard the report of the Committee. Is there any discussion? Hearing none, all those

who favor the report say "aye"; contrary, say "no." The "ayes" have it and so it is ordered.

Brother McNeal: Resolution No. 56, submitted by the Los Angeles Division, is titled, **"The Scope Rule in the Union Pacific Agreement."**

"BE IT RESOLVED: That a scope rule be inserted into the agreement between the Union Pacific and Brotherhood of Sleeping Car Porters governing chair car attendants, explaining the duties of a chair car attendant.

"1. At present Chair Car Attendants are being asked by the train conductors to assist in taking up of tickets on trains where reservations are being used. And after finishing the collection of tickets, he is called on to do the punching of the tickets. The attendants have no objection to performing these duties, but while doing so the work that he is required to do as Chair Car Attendant is being neglected. We feel with three cars or more to handle, that this unfair and that we will, if we are to continue to perform these duties, receive pay.

"We are asking that this convention go on record as adopting this resolution."

Since this is a matter which must be handled by the Supervisor in charge of a zone in which the headquarters are located, the Committee recommends that this matter be referred to the First International Vice-President. I move the adoption of the Committee's recommendation.

(The motion was duly seconded.)

President Randolph: You have heard the report of the Committee. Are there any remarks? All those who favor the report say "aye"; opposed, say "no." The "ayes" have it and so it is ordered.

Brother McNeal: Resolution No. 57, submitted by the St. Louis Division, titled **"railroad and Pullman passes."**

"Whereas, an inconsistent policy of the Management exists in the issuing of railroad and Pullman passes, and

"Whereas, some Pullman employees and their families receive transportation for both railroad and Pullman while others receive one-half rates and still others receive one-half rates reading 'No good in Pullman Cars.' Be it

"RESOLVED: "That the Brotherhood of Sleeping Car Porters in Convention assembled at Detroit, Michigan, September, 1948, go on record as instructing its proper International and Local Officers to secure proper understanding with the Management that will guarantee equal transportation facilities and rights to all porters, attendants, bus boys, and maids of the Pullman service as is currently being given to all other employees of the Pullman Company."

Since the International Executive Board at this time is working on this matter for all the members, the Committee recommends that this matter be referred to the International Executive Board, and I move the adoption of the Committee's recommendation.

(The motion was duly seconded.)

President Randolph: You have heard the recommendation of the Committee. Are there any remarks? Hearing none, all those who favor the recommendation say "aye"; contrary, say "no." The "ayes" have it and so it is ordered.

Brother McNeal: Resolution No. 48, submitted by the St. Louis Division deals with the matter of **preparatory time.**

"Whereas, the preparatory time in most lines in the Pullman Service has been reduced so as to make it impossible for many porters to comply with the rules and regulations of the Management in performing their duties, be it

"RESOLVED: That the Brotherhood of Sleeping Car Porters in Convention assembled at Detroit, Michigan, September, 1948, go on record as instructing its proper International and Local officials to attempt to secure the restoration of the former preparatory time so that porters will have sufficient time to set up their cars and make down their berths as required before departing time."

Since this matter is to be taken up with the Pullman Company, following the Convention here in Detroit, the Committee recommends that it be referred to the International Executive Board. I move the adoption of the Committee's recommendation.

(The motion was duly seconded.)

President Randolph: It has been regularly moved and seconded that the report be adopted. Is there any discussion? Hearing none, all those who favor the report say "aye"; contrary, say "no". The "ayes" have it and so it is ordered.

Brother McNeal: Resolution No. 59 is submitted by the Twin Cities Division of the Organization, and is on the general subject of **civil rights.**

"Whereas, we treasure the heritage of liberty guaranteed to us in the Bill of Rights, and

"Whereas, we deeply resent the bipartisan attempt to deprive us of these protections; be it

"RESOLVED: That the Brotherhood of Sleeping Car Porters in Convention assembled at Detroit, Michigan, September 1948, go on record as demanding the following:

"1. Discharge of the Committee on Un-American Activities.

"2. Repeal of the Hobbs, Hatch, and Taft-Hartley Laws.

"3. The defeat of all bills before Congress that threaten our civil liberty.

"4. The end of government spying into the private lives of citizens with progressive ideas.

"5. The extension of Civil Liberties, including repeal of poll tax, passage of National F.E.P.C., and recognizing the right of sufferage to citizens of 18 years or more.

"6. End all discrimination because of race, creed, color, or national origin against Negroes, American Indians, and all other citizens of minority and foreign born status.

"7. Restore civil rights to Negroes and white working people of the south."

The Committee recommends concurrence, and I move the adoption of the Committee's recommendation.

(The motion was duly seconded.)

President Randolph: It has been regularly moved and seconded that the report of the Committee be adopted. Is there any discussion? Hearing none, all those who favor the report say "aye"; those opposed, say "no." The "ayes" have it and so it is ordered.

Brother McNeal: Resolution No. 60 was also submitted by the Twin Cities Division, and is titled **"Economic program for elimination of inflation."**

"Whereas, the pattern of exploitation at home is the same as that of big business in International relations, and

"Whereas, American families, especially those of the war veterans, are constantly faced with increasing prices despite the promises at the ending of OPA to lower same, and

"Whereas, both the democratic administration and Republican controlled 80th Congress cooperated to destroy price control in an effort to enhance the chances of corporations to make the greatest profits in history, and

"Whereas, such inflation is clearing the way for another depression; be it therefore

"RESOLVED: That the Brotherhood of Sleeping Car Porters in Convention assembled at Detroit, Michigan, September, 1948, go on record as endorsing the following program and instructing its proper International and Local Officers to use their good offices to bring about the same:

"1. Restore the excess profit tax and raise family exemptions in the federal income tax policy.

"2. Increase wages and reduce profits.

"3. Enlarge and make better use of the productive capacity for the basic necessities of life.

"4. Develop full use of our technological and scientific resources for production.

"5. Re-establish price control on the basic necessities of life, including food, clothing and shelter in reasonable economic relationship with the incomes of the families in the lower income brackets."

The Committee recommends concurrence. I move the adoption of the Committee's recommendation.

President Randolp: It has been regularly moved and seconded that the recommendation of the Committee be adopted. Are there any remarks? Hearing none, all those who favor the recommendation say "aye"; opposed, say "no." The "ayes" have it and so it is ordered.

Brother McNeal: Resolution No. 61 was submitted by the Twin Cities Division and is titled, **"Supplemental change in Ruel 7 of the Pullman Agreement."**

"BE IT RESOLVED: That the Brotherhood of Sleeping Car Porters in Convention assembled at Detroit, Michigan, September, 1948, go on record as endorsing the efforts to come come to an understanding with the Company whereby employees in the Pullman service deadheading on passes and provided with no berth for sleeping purposes or any other suitable sleeping accommodations shall receive full time for each 24 hour period and or running time for each period of less than 24 hours."

Since this matter involves a proposed rule change, the Committee recommends that it be referred to the Agreement Committee. I move the adoption of the Committee's recommendation.

(The motion was duly seconded.)

President Randolph: It has been regularly moved and seconded that the recommendation of the Committee be adopted. Is there any discussion? Hearing none, all those who favor the recommendation say "aye"; those opposed, say "no." The "ayes" have it and so it is ordered.

Brother McNeal: Resolution No. 62, submitted by the Twin Cities Division, entitled, **"Supplemental change in Rule 7, Pullman Agreement."**

"BE IT RESOLVED: That the Brotherhood of Sleeping Car Porters in Convention assembled in Detroit, Michigan, September, 1948, instruct its proper officials to secure a supplement change in Rule 7 of the agreement currently existing between the Organization and the Pullman Company. Such change to grant employees dead-heading on either passes or cars shall receive pay credit of 18 hours for each 24 hour dead-head period; and further, that actual time up to 18 hours for less than a period of 24 hours. In each case, time to be computed from time porter is required to go on duty until arrival at a destination. And finally, in all or any cases a minimum of eight hours for overnight trips."

Since this proposal involves a rule change, the Committee recommends that it be referred to the Agreement Committee, and I move adoption of the Committee's recommendation.

(The motion was duly seconded.)

President Randolph: It has been regularly moved and seconded that the recommendation of the Committee be adopted. Is there any discussion? Hearing none, all those who favor the report say "aye"; those opposed, say "no." The "ayes" have it and so it is ordered.

Brother McNeal: Resolution No. 63, submitted by the St. Louis Division is titled, **"Sleeping accommodations for Porters, Maids and Bus Boys."**

"Whereas, Pullman Porters, attendants, maids, and bus boys are often required to deadhead on Company business, and

"Whereas, such employees are often not given sleeping accommodations; therefore, be it

"RESOLVED: That the Brotherhood of Sleeping Car Porters in Convention Assembled at Detroit, Michigan, September, 1948, go on record as instructing its proper Local and International Officers to attempt to secure proper understanding with the Management that will result in granting to porters, attendants, maids, and bus boys of the Pullman service sleeping accommodations and all other considerations currently available to Pullman Conductors and all porters-in-charge."

Because this will require some changes which are to be discussed with the Pullman Company following this Convention, the Committee recommends that this matter be referred to the International Executive Board. I move the adoption of the Committee's recommendation.

(The motion was duly seconded.)

President Randolph: It has been regularly moved and seconded that the report of the Committee be adopted. Any remarks? Hearing none, all those who favor the report say "aye"; those who are opposed, say "no." The "ayes" have it and so it is ordered.

Brother McNeal: Resolution No. 64, submitted by the Louisville, Kentucky Division, entitled, **"Passes for men with over ten years service."**

"Whereas, it is the practice of railroads to furnish passes to employees; therefore, be it

"RESOLVED: That the Brotherhood of Sleeping Car Porters at Convention assembled in Detroit, Michigan, September, 1948, go on record that all porters operating over lines generally known as Pullman Service and who have ten years seniority shall be furnished with an annual pass over the railroad on which he operates."

Since this matter involves negotiations on a matter that is to be taken up with the Company, the Committee recommends that it be referred to the International Executive Board. I move the adoption of the Committee's recommendation.

(The motion was duly seconded.)

President Randolph: It has been regularly moved and seconded that the recommendation of the Committee be adopted. Are there any remarks? Hearing none, all those who favor the recommendation say "aye"; opposed, say "no." The "ayes" have it and so it is ordered.

Brother McNeal: Resolution No. 67, submitted by the Indianapolis Division is on the subject of **"Railraod passes."**

"Whereas, the railroads now are operating sleeping cars; be it

"RESOLVED: That the Brotherhood of Sleeping Car Porters in Convention assembled at Detroit, Michigan, September, 1948, go on record as endorsing the policy and instructing its officers to secure the principle of issuing passes to porters on the basis of a principle already established which grant such passes to railroad employees."

Since this matter is up for discussion in the Executive Board, and handling by men out of that group, the Committee recommends that this matter be referred to the International Executive Board. I move the adoption of the Committee's recommendation.

(The motion was duly seconded.)

President Randolph: It has been regularly moved and seconded that the report of the Committee be adopted. Are there any remarks? Hearing none, all those who favor the report, say "aye"; those opposed, say "no." The "ayes" have it and so it is ordered.

Brother McNeal: Resolution No. 68, submitted by the Columbus, Ohio Division, is titled, **"Increase in wages."**

"Whereas, the present wage is insufficient to meet the present high cost of living; therefore, be it

"RESOLVED: That the Brotherhood of Sleeping Car Porters at Convention assembled in Detroit, Michigan, September, 1948, go on record as recommending a wage increase."

The Committee recommends that this matter be referred to the Agreement Committee. I would like to add, that this step has already been taken. A proposal has already been submitted to all of the Companies for whom our members work, on an hourly basis, for a decrease in hours to 160 a month, and a flat increase of 25 cents an hour. I move the adoption of the Committee's recommendation.

(The motion was duly seconded.)

President Randolph: You have heard the Report of the Committee. Any remarks? Hearing none, those who favor the report say "aye"; those opposed, say "no." The "ayes" have it and so it is ordered.

Brother McNeal: Resolution No. 69, submitted by the Columbus, Ohio, Division, calling for a **reduction in the basic work hours.**

"Whereas, the present 240 hours basic work month is excessive, and

"Whereas, this basic work month is in excess of the standard 40 hour work week or the 160 hour work month, and

"Whereas, many train schedules have been sped up so as to reduce the operating schedule time, and

"Whereas, such reduction results in reducing the number of men required in a line; therefore, be it

"RESOLVED: That the Brotherhood of Sleeping Car Porters in Convention assembled in Detroit, Michigan, September, 1948, go on record as instructing its International Officials to negotiate with the Management with the purpose of establishing a 160 hour basic work month."

The Committee recommends that this matter be referred to the Agreement Committee. I move the adoption of the Committee's recommendation.

(The motion was duly seconded.)

President Randolph: It has been regularly moved and seconded that the report of the Committee be adopted. Is there any discussion? Hearing none, those who favor the report say "aye"; those opposed, say "no." The "ayes" have it and so it is ordered.

Brother McNeal: Resolution No. 65, submitted by the Savannah Division, entitled, **"Financing of Delegates to the Convention,"** and reads:

"Whereas, some locals of the Organization have very few members, and

"Whereas, a limited number of members results in a limited financial condition; therefore, be it

"RESOLVED: That the Brotherhood of Sleeping Car Porters at Convention assembled in Detroit, Michigan, September, 1948, go on record as endorsing and establishing a policy of paying the expenses of the Delegate to the Convention and important meetings of the Organization representing Locals financially unable to defray their own expenses, and that the International Office in such instances defray expenses of such Local Delegates."

The Committee recommends that this matter be referred to the International Executive Board. I move the adoption of the Committee's recommendation.

(The motion was duly seconded.)

President Randolph: It has been regularly moved and seconded that the report of the Committee be adopted. Are there any remarks? Hearing none, those who favor the report say "aye"; those opposed, say "no." The "ayes" have it and so it is ordered.

Brother McNeal: Resolution No. 66, submitted by the Portland, Oregon, Division, entitled, **"Disciplinary decisions based on written evidence."**

"Whereas, charges are constantly being preferred against employees, and

"Whereas, decisions in many cases are supported solely by written evidence, and the accused employee is unable to face his accuser; therefore, be it

"RESOLVED: that the Brotherhood of Sleeping Car Porters at Convention assembled in Detroit, Michigan, September, 1948, go on record to secure a policy requiring those making the charges against the porter appear at the hearing upon request."

The Committee recommends that this matter be referred to the Agreement Committee. I move the adoption of the Committee's recommendation.

(The motion was duly seconded.)

President Randolph: It has been regularly moved and seconded that the report of the Committee be adopted. Are there any remarks? Hearing none, those who favor the report say "aye"; those opposed, say "no." The "ayes" have it and so it is ordered.

Brother McNeal: Resolution No. 70 submitted by the Columbus, Ohio, Division, titled **"Rest Period Deduction,"** and reads:

"Whereas, rest and sleeping periods which are granted porters, attendants, and bus boys on over night runs, and

"Whereas, granting of such rest periods serve only the purpose of reducing the number of credit hours; therefore, be it

"RESOLVED: That the Brotherhood of Sleeping Car Porters in Convention assembled in Detroit, Michigan, September, 1948(go on record as endorsing the principle of no deduction for rest periods on over night runs of 14 hours or less."

Because this proposition has already been submitted to the Company, and because it is a matter of negotiation, the Committee recommends that this matter be referred to the Agreement Committee. I move the adoption of the Committee's recommendation.

(The motion was duly seconded.)

President Randolph: It has been regularly moved and seconded that the report of the Committee be adopted. Is there any discussion? Hearing none, those who favor the report say "aye"; those opposed, say "no." The "ayes" have it and so it is ordered.

Brother McNeal: Resolution No. 71, submitted by the Calgary, Canada Division of the Organization, is entitled,

"Periodic Field Organizer visits," and reads:

"BE IT RESOLVED: That the Brotherhood of Sleeping Car Porters at Convention assembled at Detroit, Michigan, September, 1948, go on record as endorsing the idea and policy that the duly authorized field Organizer in the Zone, which includes Canada, visit each Canadian Local at least once every six months."

For the reasons given in connection with other similar resolutions, the Committee recommends that this Resolution be referred to the International President. I move the adoption of the Committee's recommendation.

(The motion was duly seconded.)

President Randolph: It has been regularly moved and seconded that the report of the Committee be adopted. Is there any discussion? Hearing none, those who favor the report say "aye"; those opposed, say "no." The "ayes" have it and so it is ordered.

Brother McNeal: Resolution No. 72, submitted by the Calgary Division, titled, **"Changing provision of agreement with the Canadian Pacific Railroad."**

"BE IT RESOLVED: That the Brotherhood of Sleeping Car Porters in Convention assembled at Detroit, Michigan, September, 1948, go on record as instructing the International Officials to secure a conference with the Management of the Canadian Pacific Railroad for the purposes of revising the contract now in effect between the Organization and the Company."

The Committee recommends that this matter be referred to the International President; and I would like to add that all Brotherhood Agreements—that is, all Agreements between the Brotherhood and all the railroads—are up for revision, and that includes the Canadian Pacific. I, therefore, move that the recommendation of the Committee be adopted.

(The motion was duly seconded.)

President Randolph: It has been regularly moved and seconded that the report of the Committee be adopted. Is there any discussion? Hearing none, those who favor the report say "aye"; those opposed, say "no." The "ayes" have it and so it is ordered.

Brother McNeal: Resolution No. 73, submitted by the Calgary Division is on the subject of **F. E. P. C.**

"BE IT RESOLVED: That the Brotherhood of Sleeping Car Porters in Convention assembled at Detroit, Michigan, September, 1948, go on record as instructing its International President to attempt to secure the acceptance of the fundamental and moral principles of the F. E. P. C. by the various leading religious councils, teaching institutions, and fraternal organizations in their various programs."

The Committee recommends concurrence in this resolution and I move the adoption of the Committee's recommendation.

(The motion was duly seconded.)

President Randolph: It has been regularly moved and seconded that the report of the Committee be adopted. Are there any remarks? Hearing none, those who favor the report say "aye"; those opposed, say "no." The "ayes" have it and so it is ordered.

Brother McNeal: Resolution No. 74, submitted by the Columbus, Ohio, Division, titled, **"Consolidation of porters, attendants and bus boys on one seniority roster."**

"Whereas, porters who are carried on a porter seniority roster are often required to accept assignments in club cars as attendants and bus boys, and

"Whereas, porters used in such service are not permitted seniority rights on the commissary roster; therefore, be it

"RESOLVED: That the Brotherhood of Sleeping Car Porters at Convention assembled in Detroit, Michigan, September, 1948, go on record as endorsing the consolidation of porters, attendants, and bus boys into one roster for seniority purposes."

The Committee wishes to point out that a resolution concerning this subject was passed in the 1946 Convention and that this matter is already scheduled for negotiations by the Pullman Company. Therefore, we recommend no handling of this resolution. I move the

adoption of the Committee's recommendatoin.

(The motion was duly seconded.)

President Randolph: It has been regularly moved and seconded that the report of the Committee be adopted. Is there any discussion? Hearing none, those who favor the report say "aye"; those opposed, say "no." The "ayes" have it and so it is ordered.

Brother McNeal: Resolution No. 75, submitted by the Savannah Division, entitled, **"Guarantee to Furloughed Men."**

"BE IT RESOLVED: That the Brotherhood of Sleeping Car Porters at Convention assembled in Detroit, Michigan, September, 1948, enter into negotiation with the Management for the purpose of securing an understanding whereby a furloughed porter who has been returned to service will be guaranteed at least 90 days of work."

The Committee recommends that this matter be referred to the Agreement Committee, and I move the adoption of the Committee's recommendation.

(The motion was duly seconded.)

President Randolph: It has been regularly moved and seconded that the report of the Committee be adopted. Are there any remarks? Hearing none, all those who favor the report say "aye"; opposed, say "no." The "ayes" have it and so it is ordered.

Brother McNeal: Resolution No. 76, submitted by the Louisville, Kentucky, Division, titled, **"Passes for men of ten years service."**

"Whereas, it is the practice of railroads to furnish passes to employees, be it

"RESOLVED: That the Brotherhood of Sleeping Car Porters at Convention assembled in Detroit, Michigan, September, 1948, go on record that all porters operating over lines generally known as Pullman Service and who have ten years seniority shall be furnished with annual passes over the railroad on which he operates."

The Committee recommends that this matter be referred to the International Executive Board. I move the adoption of the Committee's recommendation.

(The motion was duly seconded.)

President Randolph: It has been regularly moved and seconded that the report of the Committee be adopted. Are there any remarks? Hearing none, all those who favor the report say "aye"; those opposed say "no." The "ayes" have it and so it is ordered.

Brother McNeal: Resolution No. 77, submitted by the Savannah, Georgia, Local Division, titled, **"Organization Drive."**

"BE IT RESOLVED: That the International Officers of the Organization put into effect a 90 day organization drive for the purpose of increasing new members and that the joining fee during this period be reduced to $15.00."

The Committee recommends non-concurrence. I move the adoption of the Committee's recommendation.

(The resolution was duly seconded.)

President Randolph: It has been regularly moved and seconded that the report of the Committee be adopted. Are there any remarks? Hearing none, those who favor the report say "aye"; those opposed, say "no." The "ayes" have it and so it is ordered.

Brother McNeal: It seems that the Brothers are opposed to dispensations.

Resolution No. 78, submitted by the Savannah, Georgia, Division, titled, **"Dues Stamps."** It reads:

"BE IT RESOLVED: That the Brotherhood of Sleeping Car Porters in Convention assembled in Detroit, Michigan, September, 1948, go on record as endorsing and attempting a system whereby dues stamps be placed on the working card of each porter who is a member of the Organization."

The Committee recommends non-concurrence because this subject matter has been adequately taken care of in previous resolutions. I move the adoption of the Committee's recommendation.

(The motion was duly seconded.)

President Randolph: It has been regularly moved and seconded that the report of the Committee be adopted. Any discussion? Hearing none, those who favor the report say "aye"; opposed, say "no." The "ayes" have it and so it is ordered.

Brother McNeal: Resolution No. 79; submitted by the Toronto CPR Division,

dealing with the **placing of a Canadian Member on the International Executive Board.**

"Whereas, the Canadian Division, CPR of the Brotherhood has no representative on the International Executive Board, and

"Whereas, the members of the Canadian Division, CPR, are aware of their geographical location, and

"Whereas, the present International Executive Board has no member who is directly acquainted with Canadian labor problems; be it

"RESOLVED: That a Brother of the Canadian Divisions, CPR, be made a member of the International Executive Board."

The Committee recommends that this matter be referred to the International Executive Board for study. The Committee is in full sympathy with the idea of placing a Canadian Brother on the Board and recognizes the merit of the resolution. However, there are many angles to be considered and study is imperative. I move the adoption of the Committee's recommendation.

(The motion was duly seconded.)

President Randolph: It has been regularly moved and seconded that the report of the Committee be adopted. Is there any discussion? Those who favor the report say "aye"; opposed, say "no." The "ayes" have it and so it is ordered.

Brother McNeal: Resolution No. 80, submitted by the Toronto CPR Division, titled **"Choosing Members for Grievance Committee,"** reads:

"Whereas, the Local Executive Board's Members are duly elected by each Division, and

"Whereas, the Executive Board Members are Brothers of the greatest ability and highest integrity; be it

"RESOLVED: That the Zone Supervisor choose members for the Grievance Committee from the Local Executive Board."

The Committee recommends non-concurrence. I move the adoption of the Committee's recommendation.

(The motion was duly seconded.)

President Randolph: It has been regularly moved and seconded that the report of the Committee be adopted. Is there any discussion? Those who favor the report say "aye"; those opposed, say "no." The "ayes" have it and so it is ordered.

Brother McNeal: Resolution No. 81, submitted by the Washington, D. C., Division, titled **"Amendment to the Constitution.**

"Whereas, Article IX of the Constitution of the Brotherhood of Sleeping Car Porters reads, that the International President jointly with the International Secretary-Treasurer are responsible for all funds of the Organization, and it is the sense of the Washington Division that this article should be amended to read, that the International President and International Secretary-Treasurer and the International Vice-Presidents should be held jointly responsible for all funds of the Organization; therefore, be it

"RESOLVED: That the Sixth Biennial Convention of the Brotherhood of Sleeping Car Porters go on record to amend the Article of the Constitution mentioned above."

The Committee recommends non-concurrence. I move the adoption of the Committee's recommendation.

(The motion was duly seconded.)

President Randolph: It has been regularly moved and seconded that the report of the Committee be adopted. Any Remarks? Hearing none, all those who favor the report say "aye"; opposed, say "no." The "ayes" have it and so it is ordered.

Brother McNeal: Resolution No. 82, submitted by the International Executive Board. It is a proposed **amendment to the Constitution, dealing with the matter of tax.**

"Whereas, the widespread discussion of the payment of a $50 tax by the porters to build a sound financial structure of the Brotherhood of Sleeping Car Porters which has given rise to the expression of many views thereon, pro and con, with a large and prepondering favorable response for said tax by the porters in various meetings, but also with some definite opposition to the tax.

"Whereas, the problem of rendering effective service to the limited membership of the Brotherhood of Sleeping Car Porters is just as difficult and expensive as it is to render service to the large membership of the Big Four and other large railway unions, since the members of the Brotherhood are spread over just as extensive area, and the Brotherhood is faced with comparable legal questions to meet and solve, the handling of which runs into large sums of money.

"Whereas, the suggestion of a small permanent tax of Ten ($10.00) dollars each and every year will help to build a sound financial structure, without working any hardship upon any member, whether a regular or extra porter;

And since the idea of the said Ten Dollars yearly tax, payable during the month of August, has met with favorable response from those members with whom it has been discussed and in the interest of unity and the imperative need to build up a substantial treasury to meet the needs and unforeseen emergencies that are certain to rise from time to time; and in order to make the Brotherhood of Sleeping Car Porters secure and strong to fight the battles of the porters, such as the reduction in hours of work and the general change of working rules; and also the struggle for wage increases; therefore, be it

"RESOLVED: that the present Convention tax of Two ($2.00) Dollars be hereby discontinued and that Article XIV, Dues, Fees, Assessments of the Brotherhoods' Constitution, be amended by adding to the first paragraph, 'An assessment of Ten ($10.00) Dollars shall be paid each year during the month of August.'"

The Committee recommends concurrence in this resolution. I move adoption of the Committee's recommendation.

(The motion was duly seconded.)

President Randolph: It has been regularly moved and seconded that the Committee's report be adopted. Is there any discussion?

Vice-President Dellums: I think one observation should be given in connection with this Constitutional amendment. You will note that it said "The present Convention tax of $2.00 be discontinued" but it doesn't mean the one levied for this year. Let's collect that $2.00 and then discontinue it after that. (Applause)

President Randolph: The observation is well taken, Vice-President Dellums.

Brother Boyd: In order to have this thing absolutely definite, and have a definite understanding as to when the time limit is up on collecting the $2.00 that we are collecting now, does that mean it runs over to August 1, 1949, or to December 31st, 1948, so we will know just what we are doing? I think that point is well to be taken into account, so we can go back home and inform those people just what they are to do.

President Randolph: The Convention tax is already up, Delegate Boyd.

Brother Boyd: But a good many of them have not paid it yet.

President Randolph: Well, from those whom you can get the tax, continue to try to get it.

Brother Boyd: Very well, thank you.

Brother M. H. Henry: I would like to ask the Resolutions Committee, is that $10.00 tax to be paid in a lump sum and not as a partial payment?

President Randolph: Yes, it is to be paid at once.

Brother Speight: Is there a time limit on this tax?

President Randolph: It is due and payayble in the month of August. The rules and provisions of the Organization govern the handling of the non-payment of taxes by a member.

Brother McNeal: I would like to add to what the International President has said. In the over-all discussion of this thing, it was pointed out that the men who do not pay this tax as of August, will be unfinancial as of October. That will mean we already have the enforcing feature of this.

President Randolph: Any further discussion?

Brother McFarland (Atlanta, Georgia): I would like to find out just when this tax is to be paid and how long it will last. What is the duration of the $10.00 tax?

President Randolph: It is a yearly tax, payable in the month of August, 1949. Any further discussion?

Brother Dash: In connection with the Convention tax of $2.00, I would like to know the final disposition of the men who did not pay that tax. Brother Dellums stated they would be unfinancial as of October. Now, there are some men who have paid up to December. Would those men be so informed that their position is withdrawn?

President Randolph: It does not apply to the Convention tax. That ruling does not apply to the Convention tax.

Brother Dash: What would be the final disposition of the men who do not pay it?

President Randolph: There is no rule applying to that, but we will simply continue to attempt to collect the Convention tax.

Brother Dash: Thank you.

Brother Garran: I think, also, that the Internatinoal President would have to send out directives on the tax, and as to how it is to be collected, because many of the Secretary-Treasurers are not Delegates in this Convention, and therefore, they must be informed. I think it was the intent of the Committee to have the International President and Secretary-Treasurer send out information as to how this tax is to be collected under this new system.

President Randolph: Any further discussion?

Brother Rush (Louisville, Kentucky): I believe there is a Delegate here in this Convention from every Division who can carry a report of the proceedings back to his Local, and his Local Secretary will be informed of what has passed to cover that.

President Randolph: That is correct. Any further discussion?

Brother L. S. Thomas: Mr. Chairman, I would like to ask, does that mean annually, that tax in August?

President Randolph: Annually, yes.

Brother Ben Baker (Savannah, Georgia): I would like to say that it is true we have a Delegate from each District, and the information can be carried back that is true. But just the same, I think that if a copy of this information is sent to each District it would bear out and support the report which each Delegate is going to take back. There might be some Delegate in some instance, who might miss part of this.

President Randolph: Your point is well taken.

Brother McLaurin: Mr. Chairman and Delegates, it seems to me that in line with our past experiences on taxes and collections, it ought to be pointed out that while the tax is due in August, August of next year, the organization will accept it any time you pay it, but we hope it will be paid at least by next August.

Brother C. E. Grooms (Chicago, Illinois): Mr. Chairman, could we call this a Convention tax if we go ahead with an annual tax?

President Randolph: We have not discussed the name yet. It is an annual tax.

Brother McLaurin: May I have just one other word? In light of the fact that we do have a birthday each and every August, I would like to recommend that this tax be known as an Anniversary Tax.

President Randolph: Consideration will be given to your suggestion.

Brother Owens: Mr. Chairman, I think that since we have this $2.00 convention tax, that we should put all the effort we can into collecting this $2.00 tax, because some of the members will take advantage of this tax here, and will not pay the other tax.

President Randolph: That will be done. Any further discussion?

Brother Rock: May I ask that an explanatory letter be sent out on this tax? You know, every tax we have levied on the men has been criticized very much by the men because of the fact that they did not know what the tax was for.

President Randolph: Consideration will be given to your suggestion

Brother McNeal: One other thing we would like to point out in connection with the tax to be levied in August; and that is in connection with the situation where a man pays his dues by the

year, and we have quite a large number of people who pay their dues for the following year, around Christmas, in the latter part of December. And those who have the responsibility of collecting dues will be careful about accepting dues for a year, because a man cannot pay his dues past August, without paying the $10.00 tax. And so, if a Brother wants to pay his dues at the beginning of 1949, you will have to collect for the 12 months dues and the $10.00 tax before you can give him his usual yearly card.

President Randolph: May I say, in connection with that, that a bulletin will be sent out describing all of the conditions under which the tax is to be paid. Any further discussion? If not, all in favor of the recommendation make it known by saying "aye"; contrary, say "no." The "ayes" have it and so it is ordered.

Now, we are going to discontinue the report of the Resoltuions Committee at this time, because the time for adjournment for lunch has arrived. But I want to suggest here that the Chair will entertain a motion to make, as a special order of business, the election of Officers at three o'clock this afternoon.

Brother Boyd: I so move, Mr. Chairman.

Brother Althouse: I second the motion.

President Randolph: It has been regularly moved and seconded that the election of Officers be a special order of business at three o'clock this afternoon. All those in favor of the motion make it known by saying "aye"; contrary, say "no." The "ayes" have it and so it is ordered.

Vice-President Dellums: We just received an interesting telegram this morning that I want the Delegates to know about it, because it affects one of our Brothers, and I know you will sympathize with him. I would like to ask Brother Edward Melton of El Paso to stand so the Delegates can see him. He is over here to my right. He just received a telegram from his wife that she just became the mother of twin girls. Give him a hand. (Prolonged applause.)

President Randolph: That is one question we need not put to a vote. (Laughter)

We are now adjourned until one-thirty o'clock.

(The Convention recessed at twelve forty o'clock.)

FRIDAY AFTERNOON SESSION

September 17, 1948

The Convention reconvened at one-thirty-five o'clock, President Randolph presiding.

President Randolph: The Convention will please be in order.

The Secretary of the Committee on Resolutions and Constitution will continue with his report.

Brother McNeal: Before the recess or temporary adjournment, we had dealt with Resolutions 1-82, plus those of public interest which were handled first.

We will resume with **Resolution 83,** presented by International Vice-President Dellums, of the Pacific Coast. It reads as follows:

"That the following be added as **Article XXXI:**

"The President shall, one week before the date set for the Convention, appoint a Committee on Resolutions and Constitution consisting of not less than five (5) members, and all Resolutions shall be forwarded to the International Secretary-Treasurer on or before the seventh day immediately preceding the convening of such Convention for transmission to such Committee. Resolutions can otherwise be introduced only by unanimous consent of the Convention."

Before I give you the Committee's recommendation on this Resoltuion, I would like to explain that this Committee will not be expected, nor is it designed to take the place of the Convention's Committee on Constitution and

Resolutions. It is designed primarily to avoid the sort of thing we have experienced here this week, where you have all noticed that the Convention as a whole has been held up for two full days, waiting for the report of the Resolutions Committee.

It would permit the Resolutions and proposed Constitutional changes to be properly organized in such a manner that the Committee and the Convention could handle them in the shortest possible time, and it would result, we know, in the elimination of the delay we always experience in Conventions by virtue of the slowness of the action on the part of the Resolutions Committee.

The Committee, therefore, wishes to recommend concurrence in this Resolution, and I so move.

(The motion was duly seconded.)

President Randolph: It has been regularly moved and seconded that the report of the Committee be adopted. Is there any discussion? Hearing none, those who favor the report say, "aye"; opposed, say "no." The "ayes" have it and so it is ordered.

Brother McNeal: Resolution No. 84, submitted by the **New York Division,** reads as follows:

"Whereas, the jurisdiction of the zones is in charge of four International Vice-Presidents and one Zone Supervisor, and

"Whereas, Article VII of Local Unions does not make this provision, therefore, be it

"RESOLVED: That this Article be amended by inserting the words 'or Zone Supervisor' between the words 'Vice-President' and 'in charge'."

The sense of this Resolution is to give the Zone Supervisor the autnority to appoint the additional members of the Grievance Committees in the local Divisions. Through our present set-up, he does not have that authority at this time. However, with the approval of the International President, he has been doing so. But in order to clear up this matter, the Committee recommends concurrence in this Resolution. I move the adoption of the Committee's recommendation.

(The motion was duly seconded.)

President Randolph: It has been regularly moved and seconded that the report of the Committee be adopted. Are there any remarks? Hearing none, those who favor the report, say, "aye"; those opposed, say, "no." The "ayes" have it and so it is ordered.

Brother McNeal: Resolution No. 85, submitted by the **New York Division,** entitled, **"Duties of Local President."** It reads:

"Whereas, Article VII of Rules and Regulations of Local Unions provides that the president of the local division is the chairman of the local Grievance Committee, and

"Whereas, the International Officer in charge of the zone should be free to choose the best qualified member as Chairman of the Grievance Committee in order to build efficient grievance machinery, therefore, be it

"RESOLVED: That the following sentence in the second paragraph be stricken out:

"'He shall be the chairman of the Local Grievance Committee.'"

The Committee recommends non-concurrence. I move the adoption of the Committee's recommendation.

(The motion was duly seconded.)

President Randolph: It has been regularly moved and seconded that the report of the Committee be adopted. Are there nay remarks?

Brother C. A. Johnson (Jersey City, N. J.): Mr. Chairman, this is a request for information. I am desirous of knowing the Committee's position on that particular recommendation; I mean just what part of it they disapproved, and why they recommend that it be non-concurred in.

Brother McNeal: I would like to say in reply, that the Committee felt, as it usually feels, that no Constitutional change should be made unless it is necessary. It was brought out very thoroughly, that under our present Constitutional set-up, any time the President-elect of a Division is not the best grievance man, the Zone Supervisor has the right, and has been exercising the right to have an appointed man act as spokes-

man of the Committee. The title, "Chairman of the Committee" does not necessarily mean that he has to run the Committee. You know, our present Constitution provides that as many as four men may be appointed to the Committee. The Chairman is just one member of the Committee; and the Zone Supervisor at the present time has the right to appoint these other two, three or more men to the Committee, and he, therefore, has the chance to put on the grievance machinery in the local Division, the best men in the local Division, in his opinion.

Therefore, we saw no need to make a Constitutional change to do something that is being taken care of at the present time.

President Randolph: Any further discussion? Hearing none, all in favor, make it known by saying, "aye"; all opposed, say "no." The "ayes" have it and so it is ordered.

Brother McNeal: Resolution No. 87, submitted by the New York Division, is titled, **"Zone Supervisor,"** and reads as follows:

"Whereas, Article III of the Constitution provides that, 'The International Organization shall consist of the International President, International Secretary-Treasurer, four (4) International Vice-Presidents and the International Executive Board and delegates in proportional representation from each local division upon the basis of one delegate for the first one hundred financial members or fraction thereof, and one delegate for each additional one hundred financial members or fraction thereof, numbering over 25'; and

"Whereas, the Organization is divided into five zones under the supervision of four International Vice-Presidents and a Zone Supervisor; and

"Whereas, Article III makes no provision for a Zone Supervisor and Article XII does not define the duties and power of the Zone Supervisor; therefore, be it

"RESOLVED: That Article III of the Constitution be amended by inserting the words, 'and a Zone Supervisor' between the words, 'Vice-Presidents and the International Executive Board . . .'; and further, be it

"RESOLVED: That Article XII of the Constitution be amended by inserting the words 'and the Zone Supervisor' between the words, 'Vice-Presidents shall . . .'."

The Committee recommends non-concurrence in this Resolution, and I move the adoption of the Committee's recommendation.

(The motion was duly seconded.)

..President Randolph: It has been regularly moved and seconded that the report of the Committee be adopted. Are there any remarks? Hearing none, all those in favor of the report say, "aye"; opposed, "no." The "ayes" have it and so it is ordered.

Brother McNeal: I mistakenly presented Resolution No. 87, before presenting the one numbered 86. Severel of us were digging into the pile there, and I dug up the wrong one. At this time, I want to submit **Resolution No. 86,** presented by the New York Division, on the subject of **"International Field Organizers."** The Resolution reads:

"Whereas, Article VIII of the Constitution provides that, 'An International Organization Officer shall be permitted to represent his division as delegate but shall not retain membership in any other Sleeping Car Labor Organization'; and

"Whereas, The Organization should have the benefit of the experience of these men at the Convention as delegates, their selection should be assured by a constitutional provision; therefore, be it

"RESOLVED: That Article III of the Constitution be amended by inserting the following words: 'and four International Field Organizers to be appointed by the International President' between the words, 'Executive Board' and 'and'."

The Committee wishes to recommend non-concurrence. In addition to the Committee's recommendation, I would like to say that it was our thinking or better it is my thinking, I am one of the field organizers. It is my belief that if the field organizer can't exercise enough influence with his own home

local to get elected here as a delegate, if he can't do that, he is not the sort of a guy who would be of much help to us anyway. (Applause)

The Committee recommends non-concurrence, and I move the adoption of the Committee's recommendation.

(The motion was duly seconded.)

President Randolph: It has been regularly moved and seconded that the report of the Committee be adopted. Are there any remarks? Hearing none, all those who favor the report, say, "aye"; those opposed, say, "no.' The "ayes" have it and so it is ordered.

Brother McNeal: Resolution No. 88, submitted by an unidentified local. I hope after we hear this read, that those who submitted it will take the floor and identify your local, so that the minutes can be correctly made. It reads:

"BE IT RESOLVED: That Article 17, Page 40, Paragraph 3, be amended to read as follows:

" 'The International Secretary-Treasurer shall issue upon request by Local Divisions of the Brotherhood of Sleeping Car Porters special cards or identification to retired and discharged members of the Organization in good standing at the time of retirement.' "

Which local presented that? Well, the action taken was non-concurrence, on the grounds that this is already being done. I recommend that the Committee's handling of this matter be sustained.

(The motion was duly seconded.)

President Randolph: It has been regularly moved and seconded that the report of the Committee be accepted and adopted. Any remarks? Hearing none, all who favor the report of the Committee, say, "aye"; opposed, "no." The "ayes' have it and so it is ordered.

Brother McNeal: Resolution No. 89 is also unidentified. We ask the sponsor to identify himself or his local organization:

"BE IT RESOLVED: That Article 17 on Page 40, Paragraph 1, be amended to read as follows:

" 'Sleeping car porters, maids and attendants, bus boys and all employees performing the work on sleeping cars, parlor cars or composite cars on which food and drinks are sold and beds made, and chair car and train porters and other employees represented by the Brotherhood of Sleeping Car Porters are eligible for membership in the Organization regardless of race, sex, creed, color or nationality'."

Who presented that?

Well, Mr. Chairman, in view of the fact that the sponsor of this Resolution is not identified, it is recommended we take no action on this one.

(The motion was duly seconded.)

President Randolph: If there is no objection, the position of the Committee shall be sustained. All in favor, make it known by saying "aye"; contrary say "no." The "ayes" have it.

Brother McNeal: Resolution No. 90, submitted by the New York Division. It has to do with a **Constitutional amendment** and reads as follows:

"Whereas, the following Articles in the Constitution are not broad enough in interpretation to meet the requirements of the present membership of the Brotherhood of Sleeping Car Porters, therefore, be it

"RESOLVED: That Article 15 on Page 38 of the Constitution be changed to read as follows:

" 'No member will be allowed to cast a vote in a Local Division who is not a member thereof, but he may have a voice on questions of order. Porters discharged for union activities are eligible to a voice and vote and have the right to hold any elected office. Retired employes who retired as members of the Organization in good standing are eligible to voice their vote in union meetings and may hold any elective or appointed office in the Organization."

The purpose of this resolution is to provide retired members the right to voice, vote and the right to hold office. This right has always existed and was unequivocally confirmed in Resolution No. 109 in the Convention of 1946.

Therefore, the Committee feels that no action is necessary. We recommend that this handling be sustained. I so move.

(The motion was duly seconded.)

President Randolph: It has been regularly moved and seconded that the re-

port of the Committee be adopted. Any remarks? Hearing none, all those who favor the report, say, "aye"; those opposed, say, "no." The "ayes" have it and so it is ordered.

Brother McNeal: Resolution No. 91, submitted by the Los Angeles Division, entitled **"Local Presidents Dues Policy,"** reads:

"BE IT RESOLVED: That the Committee clarify the rule that was brought up in the '44 Convention and later in the '46 Convention concerning Presidents of Locals being given dues free. Inasmuch as the President sacrifices a lot of his time and money to the cause of the Brotherhood, we feel that as a token of appreciation the International should carry him dues free and not burden the Local with having to pay his dues."

The Committee recommends non-concurrence, because of the great amount of confusion existing relative to exemption from dues payments on the part of local members in active service. The Resolution Committee wishes to offer a recommendation that effective as of November 1, 1948, no local member in active service be exempt from the payment of dues by the International Organization, and further, that those who have been exempted in the past be required to begin paying dues as of November 1, 1948. I move the adoption of the recommendation.

(The motion was duly seconded.)

President Randolph: It has been regularly moved and seconded that the report of the Committee be adopted. Any remarks? Hearing none, those who favor the report, say, "aye"; those opposed, say, "no." The "ayes" have it and so it is ordered.

Brother McNeal: Resolution No. 92, submitted by the Cleveland Division, on the subject, **"Local Presidents Dues and Assessments Policy,"** reads as follows:

"Whereas, The duties of Local Presidents are very exacting, and time required in the performance of same is sometimes quite a physical strain on them, as their work is done on their layover; and

"Whereas, most local Divisions do not have a sufficient cash fund in their treasury from dues allocation, to incur any appreciable overload in their expense accounts; and

"Whereas, the disposition of many members toward their officers is at times arbitrary, in that they strenuously object to paying the dues of their President or other officers and if and when their dues are paid, they are disposed to attempt to subject these officers to some degree of embarrassment; therefore, be it

"RESOLVED: That the International Brotherhood of Sleeping Car Porters exempt all local Presidents from payment of dues and assessments."

The Committee recommends non-concurrence in the light of action we took on Resolution No. 91. That is the previous Resolution. I move the adoption of the Committee's recommendation.

(The motion was duly seconded.)

President Randolph: It has been regularly moved and seconded that the recommendation of the Committee be adopted. Are there any remarks? Hearing none, those who favor the report, say, "aye"; all opposed, say "no." The "ayes" have it and so it is ordered.

Brother McNeal: The next is **Resoluiton No. 93,** which is **submitted by the Denver Division.** It reads:

"Whereas, it is imperative that the International Brotherhood of Sleeping Car Porters build up a strong financial Treasury in order to have greater bargaining power and more security in case a strike is called or other unforseen difficulties arise; be it

"RESOLVED: That this 6th Biennial Convention assembled in Detroit, Michigan, September 1948, go on record that a tax be levied on all members of the Brotherhood of Sleeping Car Porters and other members affiliated with the Brotherhood of Sleeping Car Porters."

The Committee recommends that no action be taken on this Resolution because the subject matter has been adequately taken care of. I move the adoption of the Committee's recommendation.

(The motion was duly seconded.)

President Randolph: It has been regularly moved and seconded that the report of the Committee be adopted. Are there any remarks? Hearing none, all

those who favor the report, say, "aye"; those opposed, say "no." The "ayes" have it and so it is ordered.

Brother McNeal: Resolution No. 94, was submitted by the International Secretary-Treasurer:

"BE IT RESOLVED: That this Convention of the Brotherhood of Sleeping Car Porters go on record in sending a note of commendation to the President of the United States, Harry S. Truman, expressing our thanks for his appointment of William Hastie as Governor of the Virgin Islands. Governor Hastie is a man possessed of fine moral fibre, sound intellectual honesty, and distinguished legal abilities.

"Inasmuch as it was a contention on the part of Negro Americans for many years that a Negro should be appointed Governor of the Virgin Islands, and inasmuch as all of the Presidents prior to President Harry S. Truman had ignored this contention on the part of Negroes, that is, that a Negro should be appointed Governor of the Virgin Islands, and inasmuch as President Harry S. Truman chose to recognize the contention that a Negro should be Governor of the Virgin Islands, thereby giving Negro Americans a place of great importance in the governmental life of the United States of America and its territories, it is fitting that this Convention should go on record in the form of a letter or telegram expressing our appreciation to the President of the United States for having elevated one of our own to such a high position."

The Committee recommends concurrence. I move the adoption of the Committee's recommendation.

(The motion was duly seconded.)

President Randolph: It has been regularly moved and seconded that the report of the Committee be adopted. Are there any remarks? Hearing none, all those who favor the report, say, "aye"; those opposed, say, "no." The "ayes" have it and so it is ordered.

Brother McNeal: Mr. Chairman and Fellow Delegates: This finishes the report of your Committee on Constitution and Resolutions.

I wish to offer a motion that the report as a whole be adopted.

(The motion was duly seconded).

President Randolph: It has been regularly moved and seconded that the entire report of the Resolutions Committee be adopted. Are there any remarks? Hearing none, all those who favor the motion, say, "aye"; opposed, say "no." The "ayes" have it and so it is ordered.

I want to thank the Resolutions Committee for its report.

Brother James Martin: I would like, on behalf of the Chicago local, to thank the Resolutions Committee for the splendid work it has done, and particularly the Resolutions Committee Secretary for the way he carried out the orders of the Committee.

President Randolph: If there is no objection by unanimous consent, the sense of your recommendation will be accepted.

We will now listen to the Audit Committee.

Brother Thomas Patterson: Mr. Chairman, Delegates and Friends: The Committee on Auditing checked the financial record of the Brotherhood of Sleeping Car Porters, presented to the Convention by International Secretary-Treasurer, Ashley L. Totten.

These reports covered transactions for the period August 1, 1946 to July 31, 1948.

Records checked included bank statements and bank books, cancelled checks and vouchers.

The findings are as follows:

Cash balance as of August 1, 1946	$ 367,028.70
Receipts	785,602.91
Total	$1,152,631.61
Disbursements	711,595.63
Total balance	$ 441,035.98

Resources—August 1, 1946	367,028.70
Resources—July 31, 1948	441,035.98
Increase—Surplus	74,007.28

Examination of seven bank books reflect deposits as reported by the International Secretary-Treasurer and certified by Public Accountant and Auditor, E. J. Ford.

The Committee wishes to commend the International Secretary-Treasurer and Certified Public Accountant and Auditor, E. J. Ford.

The Committee wishes to commend the International Secretary-Treasurer, Ashley L. Totten for his efficient handling of the financial transactions and funds of the Organization.

(Signed) Thomas Patterson, Chairman
A. R. Dailey, Member
C. E. Grooms, Member

Mr. Chairman, I recommend the adoption of this report.

(The motion was duly seconded.)

President Randolph: It has been moved and seconded that the report of the Auditing Committee be adopted. Are there any remarks? Hearing none, all those who favor the adoption of the report, make it known by saying, "aye"; those opposed say, "no." The "ayes" have it and so it is ordered.

We will now listen to the report on Organization and Education, B. F. McLaurin, Chairman.

Brother McLaurin: Mr. Chairman and Fellow Delegates: The Committee on Organization and Education spent a considerable amount of time dealing with this all-inclusive problem and program of organizing our men, and attempting to educate them to the many, many responsibilities of their membership in the Organization.

We listened to comments from the members of the Committee, and came to the conclusion that every porter in the respective divisions can be made to make their contributions to the Organization. What is required, however, is a bit of real cooperation on the part of the individuals themselves.

We feel that the fact that most of the porters around the nation have been in the Organization from time to time, and our major problem is one of keeping them in, that a great deal of time and consideration should be given to the education of the membership, both the nonmember and member.

So, to this end, our report attempts to deal with some of the practical things that might be done in order that when we reassemble two years from now, our membership might reflect the activities of the thinking of the Committee.

I should like, therefore, Mr. Chairman, to present Ted Brown, who will make the report for the Committee — Mr. Brown, acting as Secretary.

Brother Theodore Brown: Mr. Chairman and Fellow Delegates: The Committee on Education and Organization discussed and attempted to analyze the question of a proper educational and organizational program for the Brotherhood of Sleeping Car Porters. It is agreed that in both the field of education and organization, much needs to be done. Our report is divided into two parts. The first part will deal with Organization and the second part will deal with Education.

Organization

The first problem of the Brotherhood in this respect is to get the non-union porter in the various Divisions of our organization activities into the union. In this respect your Committee recommends the following:

1. The establishment and/or reshuffling of the Local Division Organizing Committees in an effort to increase the membership rolls.

2. Adopting a method of appointing captains or train service committees, especially on trains where there are many porters, whose responsibility it will be to work for the complete organizing of his particular train.

3. Inform each Brother in a Local Division of the names and addresses and line or train of each porter currently not in the Organization.

4. Where advisable and where there is a chance of being successful, Brotherhood men should adopt the silent treatment against non-union men and refuse to socialize until such porters join in and participate in the Organization.

5. The Zone Supervisors and Field Organizers should exert greater vigilance over the functioning of the Local Organizing Committee so as to help them and encourage them in their activities.

6. Local Organizing Committees, Zone Supervisors and other interested Local Brotherhood members and officials, should be informed of and asked to call

upon the Department of Research, as provided for in the proceedings of the Fifth Biennial Convention, for help in meeting the arguments and false propaganda of non-union and misinformed porters.

We, of the Committee, recognize the fact that none of the points enumerated above are calculated to assure the desired results. In an open shop industry such as the railroad, much depends on attempting to create an atmosphere whereby a porter will sense his practical and moral responsibility in assuming his part of carrying the load. It therefore becomes the responsibility of each and every member, whether he be on the Local Organizing Committee or not, to appoint himself as a committee of one so as to strive for 100% membership of all porters in our jurisdiction.

EDUCATION

Your Committee's Report on Education will be briefly divided into three parts, namely:

A. The problem.

B. The Cause.

C. The Committee's recommendation.

In the normal sequences of development, the effect is generally considered after the cause has been stated and analyzed. We have omitted the effect inasmuch as it is clear to everyone here and our Brothers throughout the country and Canada what are the effects of improper workers' education. The problem of workers' education is to acquaint the workers, and more particularly the members of our union, as to their responsibilities and obligations in building an invincible union, and contributing to the strengthening of the organized Labor Movement. Our problem is to develop a labor educational program to a high degree so as to contribute to greater union morale and thereby, raise the standard of service and support of the Brotherhood.

We, of the Committee, feel that this condition, although present in many Locals and Zones, vastly needs improving. The cause for this condition can be stated in many ways. The joining and paying of dues by a member of the Organization makes him only a member in the financial sense. To be a good Brotherhood man he must be responsible and assume his part in the Brotherhood's program. To do this, attendance at regular meetings is vital. Your Committee finds that the attendance at Local meetings is deplorable, and that we should direct our efforts immediately to attempt to get better attendance at such meetings through the medium of creating better interest and a more practical program of local Division activities. Therefore, your Committee recommends the following:

1. The International President be empowered to appoint educational directors throughout the various zones. Inasmuch as we have already provided for and established a Research Department, it would be advisable to make the facilities of this Department available to the Zone Directors of Education.

2. In each Local Division a Committee on Education and Program be established, and where currently existing, be activized. These Committees to work in close cooperation with the Zone Education Director. That the Educational Directors be first empowered to ascertain why members do not attend meetings, and then develop a program consistent with their findings. The Committee recommends that in communities where various local and federal agencies function in the interests of workers, such as the Workmen's Compensation Bureaus, Railroad Retirement Board, United States and State Departments of Labor, and facilities for visual education, they be utilized in helping to broaden and make interesting the Local Division's activities. By use of this method, the porter might find a better appreciation and use for the benefits accruing in the fields of compensation, pension, and toher workers' benefits, also, other areas of interest.

3. That the Directors of Education call upon the Locals wherever possible to secure the services and help of workers' educational services and university labor extension services in helping to plan their local program.

4. Inasmuch as there are currently on the shelves of the International office hundreds of histories of the Brotherhood

of Sleeping Car Porters that each Local Division be urged by the International President to push the sale of these books so that all Brothers can acquaint themselves with the history of the Organization. This will also serve the purpose of reimbursing the Organization's treasury for the cost in purchasing these books.

5. Develop as part of the program of Regional Conferences, which is currently the practice of our Organization, Labor Institutes, as a source of community education.

6. Whereas, it is the current practice to have one business meeting and one social meeting per month, that better planning be utilized and the cooperation of the Local Ladies Auxiliary be sought for the social meetings where possible and practical. Request the periodic resopnsibility for same upon the Ladies Auxiliary. The Local Brotherhood Presidents should work in cooperation with the President of the Local Auxiliary to develop well planned social activities.

Your Committee realizes, however, that there are problems almost insurmountable in our Union in attempting to realize perfect meeting attendance. Our members are constantly traveling. As earlier stated, we are an open shop industry, and therefore, we do not have the controls that are available to other unions which operate in industries allowing for tighter union security such as union and closed shops. We do feel that the program of our local meetings can be improved upon by first finding out why men do not attend meetings, and then proceeding with developing a program consistent with our findings.

Brother McLaurin: Mr. Chairman, I move that the report of the Committee on Organization and Education be adopted.

(The motion was duly seconded.)

President Randolph: It has been regularly moved and seconded that the report of the Committee on Organization and Education be adopted. Are there any remarks?

Vice-President Webster: In connection with the report of the Committee on Education, I think it is appropriate to make this observation at this time. We have here in our Convention, representatives from every District in the country, and you are going back to your respective Districts, and they are all going to be looking for the things that were done here at the Convention.

I believe a problem of the action on the part of some people, that does this organization more harm than all the non-union porters in this country, is the fact that there is too much loose talk by men who are carrying cards in this Brotherhood of Sleeping Car Porters all over this country. (Applause)

Those of you who are here, ought to attempt to impress upon the various members of your organization, that if they don't start to carry the tales that knock this organization, they cannot be carried.

Unfortunately, most of the propaganda that is circulated around the country against this Brotherhood and its officers, is circulated by men who carry cards in this organization—far too many of them. We have been discussing, as most of you know, a proposed $50.00 tax. Up until a few weeks before Convention, I visited a number of locals myself, and talked possibly to two or three thousand men, and I think every man who is running on the road, knows some of the propaganda put out by some men against this proposed tax, who are members of this organization.

I think the thing we have to impress upon our members is, first, that whatever they have to say against the organization, they ought to say it in the headquarters, and when they get it said, they ought to keep their mouth closed.

So, I give that situation to you, so that we might impress upon you, who are responsible for this organization—and as I have pointed out in many meetings throughout the country, all of us are railroad men. We run up and down the raod with men who are organized, and seldom have you heard a white trainman knocking his organization. Unfortunately, we can't say that for our own people.

(Applause)

President Randolph: The comments of Vice-President Webster are well taken. Any further discussion?

It has been regularly moved and seconded that the report of the Committee on Education and Organization, be adopted. And I want to commend the report. It is well done, well written, and I think has in it some splendid recommendations. All those in favor of the report make it known by saying "aye"; those opposed, say, "no." The "ayes" have it and so it is ordered. Thank you for the report.

Now, since you are up here, Brother McLaurin, you may give the report of the Committee on Non-Clerical Storeroom Employees.

Brother McLaurin: Mr. Chairman and Fellow Delegates: We have in our Convention for the first time, officially, the storeroom and non-clerical employees of the Pullman Company.

We sat yesterday afternoon, and spent a considerable amount of time dealing with some of their many problems. I have found that most of their difficulties arose by virtue of the fact that they still work under the company union contract, and the fact that many of them have not yet been able to recognize and appreciate what they have in the Brotherhood of Sleeping Car Porters.

I think if you will follow the report of the Committee, you will find that we will recommend many things that will improve the condition and will make them realize the importance of their participating in the Organization's program.

I would like to present to the Convention at this time, Brother Dewey Miller of St. Louis, who acted as Secretary to the Committee. Brother Miller.

(Applause)

Brother C. D. Miller (St. Louis): Mr. Chairman and Fellow Delegates: The Committee on Storeroom and Non-clerical Employees met in panel session and gave considerable consideration to the many problems with which they are confronted. While the Brotherhood won the right to representation for this group in an election held in November, 1946, we have not been able to secure a contract, or make any improvements in their working conditions. However, the organization has provided machinery for the processing of grievances under the present contract, and have a right to process cases to the Mediation Board.

In order that the storeroom non-clerical employees may be assured the same protection as any other employee in the railroad industry by virtue of his membership in the Brotherhood of Sleeping Car Porters, and in order that the non-members of this group may become organized, the Committee recommends the following:

1. That the Sixth Biennial Convention go on record as establishing a National Committee of Storeroom and Non-Clerical Employees, and that they be chartered by the International Brotherhood of Sleeping Car Porters.

2. That the provisions of the Constitution and By-laws of the International Brotherhood apply to the Storeroom Employees, with the following exceptions:

(a) That the joining fees and dues remain as is.

(b) That one dollar and fifty cents shall be remitted to the National Office, and fifty cents shall remain in the local treasury.

3. The Committee further recommends after careful consideration of changes in the proposed agreement, that the following be considered and turned over to the Negotiations Committee for action.

That Rule (2) which deals with Rates of Pay and Classification of Employes, be changed to read as follows:

(a) Supervisor of Linen Room.

(b) Car Linen Checker, Packer and Equipment Suppliers.

(c) Linen Handlers, and Truck Operators.

(d) Storeroom Laborers.

Rule 3. To be changed in conformity with the Organization's present demands for basic hourly change, pay increases and rules governing working conditions.

Rule 33. To be amended to read, that no time should be lost by employees due to strikes caused by other groups.

The Committee further recommends that Rule 42, Section 3, be amended to read, that when a Storeroom Non-Clerical Employee is transferred from one Classification to another, he shall be

paid the highest rate payed in group transferred to; under no circumstances shall he be paid less than he received in group transferred from.

The Committee recommends the following changes in Rule (46) on Vacation:

That Employees be given one additional day for cumulative service for over five years and less than ten years.

Over ten years and less than fifteen years cumulative service two additional work days.

Over fifteen years and less than twenty years cumulative service three additional work days.

Over twenty years and less than twenty-five years cumulative service four additional work days.

And one additional work day each year for each additional five years cumulative service over twenty years in the above-mentioned positions.

The Committee recommends that Storeroom Non-Clerical Employees who are exposed to the weather be furnished with rain coats, rain hats, and boots for the protection of their health. Since the importance of changing the present contract is generally known, and since the signing of a contract for the car suppliers will accelerate the Organization and certainly forestall any and all efforts on the part of Railway Clerks to organize them, the Committee urges that the Negotiations Committee be instructed to seek a conference with management as soon as possible for the purpose of securing a contract, and that the composition of the Committee include Storeroom Employees.

The Committee recommends that in view of the expressed intentions of the Railway Clerks International to organize the Pullman Clerical Department and include the Storeroom Non-Clerical Employees in their organization efforts, thus threatening the jurisdiction of the Brotherhood of Sleeping Car Porters, that our International President notify all Division Presidents, Zone Supervisors and Officers of the Storeroom Employees, and have them pass the word down the line to every employee in the Non-Clerical Department to refrain from signing authorization cards. There, the Committee feels by so doing, the Brotherhood will have resisted every effort on the part of the Railway Clerk's to raid the jurisdiction of the Brotherhood of Sleeping Car Porters.

The Committee further recommends that a campaign be organized immediately to enlist the support of all non-union members in order that we might have additional strength with which to wage our fight for improving working conditions.

Mr. Chairman, this completes the report of your Committee on Storeroom and Non-Clerical Employees. I move the adoption of the Committee's Report.

Brother McLaurin: Mr. Chairman, just before we take action on the report, there has been some question as to the recommendation with reference to our Constitution. With the inclusion of these employees in our Constitution, I would like to request that the Secretary reread that portion of our recommendations.

Brother Miller: "That the provisions of the Constitution and By-laws of the International Brotherhood apply to the Storeroom Employees, with the following exceptions:

"(a) That the joining fees and dues remain as is.

"(b) That one dollar and fifty cents shall be remitted to the National Office, and fifty cents shall remain in the local treasury."

Brother McLaurin: Fellow Delegates, we are recommending that a National Committee be established, and that the Brtoherhood charter these employees.

I would like to read that first recommendation, so that the International Officers will know the responsibilities embodied in this recommendation.

"That the Sixth Biennial Convention go on record as establishing a National Committee of Storeroom and Non-Clerical Employees, and that they be chartered by the International Brotherhood of Sleeping Car Porters."

And then we follow with the recommendation that the Constitution be applied to these individuals with the notable exceptions of joining fees, and the

portion of the money that will be retained in the local treasuries.

Vice-President Webster: Point of information, Brother McLaurin. I understand that the Committee recommends a National Committee be set up, and they would be chartered by the International. Now, what do you have reference to, the National Committee, or the local Divisions of the Non-Clerical Storeroom Employees?

Brother McLaurin: The local committees, Non-Clerical Storeroom Employees.

Mr. Chairman, I move the adoption of the report.

President Randolph: You have heard the reading of the report. It has been moved and seconded that it be adopted. Any remarks?

Brother Garran: Mr. Chairman, on that point pertaining to the charters of these locals. Coming from the group from New Orleans, they stated to me that they thought that a charter should be issued to distinguish them from the car cleaners, because of the fact that you have a situation down there between the Non-Clerical and Storeroom Employees, and the car cleaners. It seems as though they are not interested in going into the Carmen's Union, and it seems that they are trying to pattern themselves after the Non-Clerical and Storeroom Employees, and again, having to be represented by the local grievance committee of New Orleans Division, as ordered by the conference that was held in Chicago some time ago.

So, I think in chartering these people, it will help us to educate and distinguish ourselves on that point.

Brother Dorsey: Mr. Chairman, in Rule (1), I understood that to mean that the joining fees would be the same, and $1.50 would be sent to the International Treasury, and 50 cents would remain in the local.

If that would be the case, they are only paying $2.00 dues, and if the Brotherhood writes a contract for them, would it be fair to the rest of the Organization for them to have a lower rate of dues and a lower rate of joining fees than the rest of the Brotherhood of Sleeping Car Porters?

Brother McLaurin: Mr. Chairman, I think that we have to appreciate the fact that these employees are not really officially in the Organization. We are attempting to do that now, and after we have been able to establish the National Committee, and organize them, we might be in a position to make some recommendations on increased dues, or increased joining fees.

Presently, they pay $5.00 joining fee, and $2.00 per month.

That has been recommended in keeping with our campaign to organize the cleaners and the storeroom employees, and I think it would be unfair at this time, to change the present practice.

Brother Dorsey: Mr. Chairman, Bro. McLaurin got me wrong. I said if we wrote a contract for them, would it be fair for them to still pay the $2.00 dues, and $5.00 joining fees? I am not talking about now, but after the contract is signed.

Brother McLaurin: I think that is a matter we would have to handle in the next convention, since we have not written the contract.

Vice-President Dellums: Mr. Chairman, as I interpret the recommendation submitted by this Committeee, it would bring these workers under our Constitution with certain exceptions, as of now.

I don't think we ought to make such a step as that without further consideration.

These workers were organized by a provisional committee under the Brotherhood, and I think the entire set-up ought to be seriously considered by the International Executive Board before we bring someone within the provisions of the Constitution with exceptions. That is a serious matter.

I think that this entire question of the future of the storeroom non-clerical help, in their relationship to the Brotherhood itself, ought to be referred to the International Executive Board to study and work out. (Applause)

Brother McLaurin: Mr. Chairman, the Committee, I believe, will be willing to accept this recommendation, with the assurance, however, that we get some immediate consideration, because there

is a disposition on the part of these employees, to feel that we have not given them the same kind of consideration that others have gotten. I believe this is a good, practical solution to the problem.

President Randolph: Did you make that a motion?

Vice-President Dellums: I will attempt to make a motion that will take care of the problem. Mr. Chairman, I move that the question of the future set-up for the storeroom non-clerical help; be referred to the International Executive Board, but that the question of writing an agreement for them to take care of their problems, be prosecuted as soon as possible.

Vice-President Bradley: I second the motion.

President Randolph: It has been regularly moved and seconded that the question of the future set-up of the non-clerical storeroom employees be referred to the Internatioanl Excutive Board, but that the matter of negotiating an agreement for this class of workers be proceeded with as soon as possible. Are there any remarks?

If there are no remarks, all in favor, make it known by saying, "aye"; those opposed, say, "no." The "ayes" have it and so it is ordered.

Brother McLaurin: Mr. Chairman, may I at this time take time out to thank the Committee members of both the Organization and Education, as well as the Non-Clerical Storeroom Employees for their cooperation in helping to bring this report to you. Thank you.

President Randolph: And I want to thank Chairman McLaurin and his Committee for the reports. And may I add this word, namely, that the Brotherhood will proceed to negotiate an agreement of the non-clerical storeroom employees early, following the adjournment of this Convention. I can't say a definite date, but I can say it will be early. (Applause)

Now, where is the Chairman of the Train Porters Committee, Brother McNeal?

Brother McNeal: The report will be made by the Committee's Secretary, Bro. O. C. Loving.

President Randolph: All right, Brother Loving.

Brother Loving: Your Committee on this subject matter met and considered all matters placed before it by the Convention. Every effort was made to hear all delegates with problems in this field. The recommendations that we will make to the Convention represent decisions reached after full, democratic discussion and by unanimous vote of the Committee.

Recommendation No. 1:

Testimony was heard from the representatives of the Seaboard Airline Train porters group. It was determined that these men are actually performing identically the same work as are the porter-brakemen on such roads as the Santa Fe, Missouri Pacific and other roads where the porters perform head end work.

Therefore, the Committee recommends that, as difficult as it recognizes the task will prove, that the Organization make every possible effort to negotiate an agreement under which these men will be worked and paid on a mileage basis, as are other men performing similar work.

I move that this recommendation be adopted.

President Randolph: It has been regularly moved that the recommendation of the Committee be adopted. Are there any remarks? Hearing none, all those who favor the recommendation, make it known by saying, "aye"; those opposed, say, "no." The "ayes" have it and so it is ordered.

Brother Loving: Recommendation No. 2:

The Committee heard testimony which indicated that since our present agreement has been in effect, the Seaboard has ignored the provisions of the Adamson Law dealing with hours of service of men who have to do with the operation of trains.

Therefore, the Committee recommends that in the event the Carrier fails or refuses to grant justice to our members in the matter of a mileage basis of employment, the Organization investigate and gather evidence to prove that the

duties of these members has to do wtih the operation of passenger trains and present such proof to proper authorities in the interest of stopping the apparent current violation of this Federal Statute by the Seaboard Railroad.

I recommend that this be adopted.

President Randolph: It has been regularly moved and seconded that the report of the Committee be adopted. Are there any remarks? Hearing none, all those who favor the report make it known by saying, "aye"; contrary, say, "no." The "ayes" have it and so it is ordered.

Brother Loving: Recommendation No. 3:

The Delegate from the Los Angeles Division of the Union Pacific Chair Car Porters presented a request from the men of his division asking that their present organizational structure be maintained instead of setting up a system organization.

The Committee recommends that in veiw of the many obvious advantages which will accrue to the Union Pacific Chair Porters through System organization, this request not be granted and that the present plan for system organization of this class and craft of men be followed through on all roads where there is other type of organization.

I move that this be adopted by the Organization.

(The motion was duly seconded.)

President Randolph: It is regularly moved and seconded that the report of the Committee be adopted. Is there any discussion? Hearing none, all those who favor the report, say, "aye"; opposed, say, "no." The "ayes" have it and so it is ordered.

Brother Loving: Recommendation No. 4:

The Delegate from the Forth Worth and Denver City Local of Chain Car Porters brought in a resolution pointing out the fact that the men on his road are still working under an agreement providing a vacation of one week with pay whereas other men in this class are receiving 12 working days with pay.

The Committee recommends that the International Organization forthwith take steps to negotiate for the Chair Car members on the Fort Worth and Denver and on all roads where such agreements do not at present exist, standard vacation agreements providing for 12 days' vacation for men with 5 or more years of service.

I move that the Organization adopt this recommendation.

(The motion was duly seconded.)

President Randolph: It has been regularly moved and seconded that the report of the Committee be accepted and adopted. Any remarks? Hearing none, all those in favor of the report make it known by saying, "aye"; contrary, say, "no." The "ayes" have it and so it is ordered.

Brother Loving: Recommendation No. 3:

The Baltimore and Ohio Chair Porters Local No. 12 submitted a complaint to the effect that under their present agreement they quite often spend as much as twelve hours away from home on short turn-around runs and receive less than a minimum day's pay.

The Committee recommends that the negotiators in the Eastern Zone seek to negotiate a rule on short turn-around runs which would provide for these men a minimum day's pay on short turn-around runs where the spread is over nine hours.

I move that the Organization adopt this recommendation.

(The motion was duly seconded.)

President Randolph: It has been regularly moved and seconded that the report be adopted. Any remarks?

If not, all in favor of the report make it known by saying, "aye"; contrary, say, "no." The "ayes" have it and so it is ordered.

Brother Loving: Recommendation No. 6:

Baltimore and Ohio Local No. 12 complained that they are being discriminated against in the matter of the issuance of passes, in that other employees are issued passes good over the territory over which they operate and this is not true in the case of the porters.

The Committee recommends that this matter be investigated and that the In-

ternational Organization seek to secure for these members and members on all roads the same consideration in the matter of passes as is granted to other employees by the various Carriers.

I move that this be adopted.

(The motion was duly seconded.)

President Randolph: It has been regularly moved and seconded that the report of the Committee be adopted. Are there any remarks? Hearing none, all those who favor the report, say, "aye"; those opposed, say, "no." The "ayes" have it and so it is ordered.

Brother Loving: Recommendation No. 7:

The Committee, of its own volition, recommends that in view of the present trend in the industry towards the employing carrier participating in the purchasing of the uniform worn by employees required to wear same, that they immediately seek to negotiate agreements similar to the one negotiated with the Kansas City Southern Railroad recently and which provides that the road pay 50% of the cost of cap, coat, vest and two pair of trousers, twice yearly.

I move that this recommendation be adopted.

(The motion was duly seconded.)

President Randolph: It has been moved and seconded that the report of the Committee be adopted. Are there any remarks? Hearing none, those who favor the report, say, "aye"; opposed, say, 'no.' The "ayes" have it and so it is ordered.

Brother Loving: Recommendation No. 8:

In view of the tremendous speeding up of trains all over the Nation and keeping in mnid the fact that non-operating employees generally are on the march for shorter hours of work, the Committee recommends that the International Organization relentlessly pursue its program of fighting to shorten the hours of work of coach porters and chair car attendants.

I move that this recommendation be adopted.

(The motion was duly seconded.)

President Randolph: It has been moved and seconded that the report of the Committee be adopted. Any remarks? Hearing none, all those who favor the report, say, "aye"; opposed, "no." The "ayes" have it and it is so ordered.

Brother Loving: Recommendation No. 9:

In view of the fact that the Atlantic Coast Line is operating two classes of service so clearly similar and known as train porters and attendants, resulting already in train porters with many years of service being displaced by younger attendants, the Committee wishes to refer to the International Executive Board a resolution brought in by Delegates from Train and Mail Porters Local No. 6, dealing with this pressing problem, with the recommendation that the Board give study to this problem with the view of eliminating the indicated inequity if found.

I recommend the Organization adopt this recommendation.

(The motion was duly seconded.)

President Randolph: It has been moved and seconded that the report of the Committee be adopted. Any discussion? Hearing none, all who favor the report, say, "aye"; those opposed, say, "no." The "ayes" have it and so it is ordered.

Brother Loving: Recommendation No. 10:

Missouri Pacific Train Porters Local No. 5 submitted a resolution asking that the organization seek to negotiate agreements providing that in cases where train porters are performing head end work, they shall not be required to service more than two cars in the matter of cleaning, etc.

The Committee recommends that this resolution be adopted.

(The motion was duly seconded.)

President Randolph: It has been moved and seconded that the report of the Committee be adopted. Any discussion? Hearing none, those who favor the report, make it known by saying, "aye"; opposed, say, "no." The "ayes" have it and so it is ordered.

Brother Loving: Recommendation No. 11:

In view of the fact that the Mediation Board recently certified the men employed on the Sanat Fe as Porter-Brakemen, the Committee recommends

that the Organization seek to have similarly classified all men who are performing similar work on the various roads in the South and Southwest.

The Committee recommends that this resoltuion be adopted.

(The motion was duly seconded.)

President Randolph: It has been regularly moved and seconded that the report of the Committee be adopted. Is there any discussion? Hearing none, those who favor the report, say, "aye"; those opposed, say, "no." The "ayes" have it and so it is ordered.

Brother Loving: Recommendation No. 12:

In view of the trend towards more and more chair car attendants being employed in connection with the streamlining of passenger trains, which in turn will ultimately mean that this classification will some day outnumber train porters, the Committee recommends that the Organization call for determination of class and craft for bargaining purposes by the Mediation Board in all cases where we represent train porters on a road and do not represent the chair car attendants and parlor car porters.

The Committee recommends that the entire report of the Committee on Train and Chair Car Porters and Attendants, be adopted.

(The motion was duly seconded.)

President Randolph: It has been regularly moved and seconded that the report of the Committee be adopted. Is there any discussion? All who favor the report, say, "aye"; those opposed, say, "no." The "ayes" have it and so it is ordered.

Now, a motion recurs on the adoption of the entire report. All in favor of the adoption of the entire report, say, "aye"; those opposed, say, "no." The "ayes" have it and so it is ordered.

The Chair wants to thank the Committee on Train Porters for its report.

Now, according to the action of the Convention, at three o'clock, we are scheduled to proceed with the election of officers. It is now a quarter of three, but the Chair will rule that we proceed at this time, and we will hear the report of the Committee on Grievances and Claims following the election of officers.

I want to request Brother Billy Bowe of New York City to come forward and take the gavel.

(Brother W. H. Bowe assumed the Chair.) (Applause)

Chairman Bowe: Fellow Delegates: The office of our International President is now open for election. Nominations are in order. I recognize Delegate McNeal:

Brother McNeal: I yield the honor to Delegate Grooms of Chicago.

Brother Grooms: Mr. Chairman. I nominate our President, Mr. Randolph, and move that the nomination be accepted unanimously.

(The nomination was duly seconded.)

Chairman Bowe: Are there any other nominations?

Brother Culpepper: I move that the nominations be closed.

(The motion was duly seconded.)

Chairman Bowe: It has been moved and seconded that the nominations for International President be closed Are you ready for the question? All those in favor, signify by saying, "aye"; contrary, "no." The "ayes" have it and it is so ordered.

(The Delegates arose and applauded.)

Chairman Bowe: You fellows worked too fast. The name of A. Philip Randolph has been nominated for President. All those in favor of such nomination may say, "aye"; those opposed, say, "no." I declare A. Philip Randolph our International President, has been re-elected by unanimous vote.

(The Delegates arose and applauded and cheered.)

(President Randolph resumed the Chair.)

Brother Boyd: Mr. President, I would like to make this observation for the purpose of expediting the time.

For the last twenty years, we have been very fortunate in being supervised and governed in all of our activities, to this successful status of the development of our Organization. I should say "Organizations"—all of them, many of them. And I feel that in view of the fact that our time is short, and that we haven't the possibility within the next few years

—and when I say few years, I mean 25 or 30 years—of developing a group of men to serve in all the capacities of our International supervision, the fine men who possess the spiritual integrity, and the moral sense of obligation, with the unlimited intellectual capacity that our International Officers possess.

I realize that it is a little contrary to make this request. I realize that according to the report on the rules and regulations of our organization the other day, they adopted, with the exception of two provisions, Roberts' Rules of Order. But I feel at this time, we would be justified in passing a motion that a white ballot be dropped in the box for the re-election of our entire International Officers. That is the motion that I make.

Brother J. C. Gray: I second the motion.

President Randolph: I am sorry, but the motion is out of order. We must proceed along the lines laid down by the practice and custom of the organization.

I want to say here, that I want to express my gratitude to you for your expression of confidence in me, as the International President of the Brotherhood of Sleeping Car Porters. I will attempt in the future, as I have in the past, to justify that confidence.

Now, the next officer for election, nomination and election ,is the first International Vice-President.

We will now hear nominations.

Delegate John C. Mills: Brother Boyd, I appreciate your stand. But had that gone through, you would have robbed me of an opportunity to express my views on our First International Vice-President.

The man who I rise to put in nomination, I have known down through the years. We have had differences. That didn't mean anything. And therefore, had your motion gone through, it would have robbed me of the opportunity to inform some of the younger members of this organization, of what it stands for.

I had the opportunity back in 1925, of being the one man selected as Chairman of the Organizing Committee, after a strenuous session of the company plan in '24, which Brother Totten and I were members of. And I recall very vividly, having had association with Brother Webster from 1920, that is, in the organizational field, and knowing him before then.

So I want to say to the young men of this organization, that you don't know the struggles and the hardships that Brother Webster has put in for this organization, and some criticism that I do not like to hear.

I want to say that Brother Webster has fought night and day. At one time I expected his wife to leave him (laughter), because he was there from the time the office opened, until it closed, and maybe that would be about one o'clock, because we would be sitting around trying to figure out the problems of getting you to understand the labor side of the problem.

Well, today you see the manifestation, and I want to say again that I want to put into nomination, Brother Milton P. Webster, as First Vice-President of the Brotherhood of Sleeping Car Porters, by acclamation. I so move.

Brother Althouse: I second the motion.

President Randolph: It has been regularly moved and seconded that Milton P. Webster be nominated and elected by acclamation for First International Vice-President. Any other nominations?

Brother Martin: Mr. Chairman, I move that the nominations be closed for First Vice-President.

Brother Whitaker: I second the motion.

President Randolph: It has been moved and seconded that the nominations be closed on Milton P. Webster for First Vice-President All those in favor of closing the nominations on Milton P. Webster for First Vice-President, make it known by saying, "aye"; opposed, "no." It is carried unanimously.

(The Delegates arose, applauded and cheered.)

Vice-President Webster: Brother Chairman and Delegtaes to the Convention: I thank you very kindly for your expression, and since all of you are going to hear plenty of speeches out of me in the next six months about the tax and some other things, I think I had better re-

serve my enegry.

Thank you. (Applause)

President Randolph: The Second International Vice-President is now open for nomination and election.

Brother Blanchette: Mr. Chairman, I nominate Brother Bennie Smith of Detroit, as Second International Vice-President.

Brother Whitaker: I second the motion.

President Randolph: It has been regularly moved and seconded that Brother Bennie Smith be nominated and elected as the Second International Vice-President. Are there any other nominations?

Brother Bell: I move that the nominations be closed on Bennie Smith for Second International Vice-President.

(The motion was duly seconded.)

President Randolph: You have all heard the motion. Those in favor, say, "aye"; opposed, "no." The "ayes" have it and it is so ordered.

(The Assembly arose, applauded and cheered.)

Vice-President Bennie Smith: Mr. Chairman, Brothers and Sisters, Visiting Friends: I want to thank each and every one of you delegates for giving me my job back. (Laughter and applause.) I shall serve you in the future as I have tried to serve you in the past. And there is one thing—I think I beat Truman electioneering.

I thank you. (Applause.)

President Randolph: The Chair declares Bennie Smith elected as Second International Vice-President.

The Third International Vice-President is now ready for nomination. I recognize Delegate McNeal.

Brother McNeal: Mr. Chairman and Fellow Delegates: The candidate I want to propose for the Third International Vice-President is a very old and dear friend of mine. I have worked with him since I have been in the Brotherhood. In fact, his being in the Brotherhood is the cause of my being in the Brotherhood. When I first started working for the Brotherhood, I really believe I did it more on account of this candidate than on account of the cause, because I knew more about the candidate than I did the cause, and I felt sorry for him and the sacrifices that he was making in the interest of bettering the economic condition of the Pullman Porters and their families. The thing looked so hopeless, and he had so much confidence in the movement and in the Organization, that I felt that he warranted the support of anyone who believed in common decency.

I have seen this candidate sacrifice many things. I saw his bank book when I first became acquainted with him. He was just beginning to work with the Brotherhood at that time. He had $22,000 in that bank. That is not hearsay. I know it. I worked with him while he contributed every cent of that money to this organiaztion. He had it a little rougher than Brother Webster had it. This Brother's wife did leave him when he refused to leave the Brotherhood. (Applause)

I saw his home, a beautiful home, go the way that his bankroll went, in the cause of the Brotherhood.

The last personal thing I saw him sacrifice was a shotgun. He loves to hunt. But he pawned his shotgun to make a trip from St. Louis to Chicago, in order to be in a meeting there that would be helpful toward bettering the conditions of Pullman Porters.

I think the candidate, with this background—he was 72 years old the day before yesterday—there is plenty of life left in him.

He has been doing a good job in our neck of the woods, and I think all of the boys in the Southwest Zone would be utterly disgusted with this convention if we failed to return to the Third International Vice-Presidency, the man I want to place in nomination, that is, my friend and comrade, Brother E. J. Bradley.

(The motion was duly seconded.)

Brother C. H. Lee: I move that the nominations be closed.

(The motion was duly seconded.)

President Randolph: It has been regularly moved and seconded that Brother E. J. Bradley ,be the Third Vice-President ,and that the nominations be closed on the nomination and election of Brother E. J .Bradley. All in favor of the motion make it known by saying, "aye"; op-

posed, "no." The "ayes" have it and so it is ordered.

(The Delegates arose, applauded and cheered.)

President Randolph: The Chair declares E. J. Bradley elected Third International Vice-President.

Vice-President Bradley: International President, International Officers, Delegates and Visitors: Words fail me in expressing my deep appreciation of being returned to this office which I have held since there was a Brotherhood. I was sorry to hear Brother McNeal expose what I had given to this organization, as I deem that a secret. Too many people feel I lied in boasting about it. But that is true.

I have enjoyed this work, and I regret that if the organization needed it today, I couldn't contribute another $22,000 to it. (Applause)

I am sorry that so many of the younger men in this organization do not realize the importance of this organization enough to keep financial in it, or keep their membership up in it.

I want to say this, and I will sit down. Brother Webster said this, and I also want to say that those in the Southwest Zone are going to hear me talk quite a bit.

I wonder, as a man past 72 years old, why you might want to carry a man that age along in your International staff. My analysis of your thinking is this: It is similar to a farmer who has colts that he wants to break in. You never see a farmer put two colts together. He always puts one with an old horse, to keep him from running away and wrecking the machinery. (Laughter and applause.)

So if I serve no other purpose than that, I am going to do the best job I can at that.

Thank you. (Applause.)

President Randolph: The next officer to be put in nomination and election is the Fourth International Vice-President. We will now listen to the nomination of the Fourth International Vice-President.

I recognize Delegate Brown.

Brother J. E. Brown: Brother Chairman and Delegates: I would like to place in nomination my friend, and a friend of the Brotherhood, who inspired the men on the Pacific Coast during the dark days, when Oakland and San Francisco had the highest number of dues paying members in the organization.

And I won't expose any of the contributions that he had made, because I don't want to embarrass him.

I will place the name of C. L. Dellums in nomination.

(The nomination was duly seconded.)

President Randolph: It has been moved and seconded that Brother Dellums be the Fourth International Vice-President, that he be nominated and elected. Any other nominations?

Brother Martin: I move that the nominations for the Fourth International Vice-President be closed.

Brother Gray: I second the motion.

President Randolp: It is moved and seconded that the nominations for Fourth International Vice-President be closed. You have heard the motion. Are you ready for the question? All in favor, make it known by saying, "aye"; opposed, "no." The "ayes" have it.

(The Delegates arose and applauded and cheered.)

President Randolph: The Chair declares C. L. Dellums elected as the Fourth International Vice-President of the Brotherhood.

Vice-President Dellums: It looks like I got back just in time. (Laughter)

Well, Brother Bradley told a joke, so I guess I might just as well tell one too. I understand a Catholic brother married a Baptist sister. Neither one attended the other's church. So the first Sunday after the wedding, the gentleman, of course, took his new wife to his church, and he had to explain everything to her. the different statues and what not, you know, that I understand you find in the Catholic church. And then when the priest took the rostrum, you know everything they do I understand is meticulous and has a meaning, and he explained it, and she enjoyed it very much.

So the following Sunday, she took her new husband over to the Baptist church. There isn't very much to explain about the building itself, and finally, the min-

ister took the platform, and went through this act. And then she leaned over and whispered to her husband, "That don't mean a damn thing." (Laughter)

But it does mean something here. I am not going to make a speech. (Laughter) It will be enough to say that I like my job, and thank you for giving it back to me. I hope to be with you a long time, and I hope to be able to always make a contribution to the Brotherhood of Sleeping Car Porters.

Thank you. (Applause)

President Randolph: Now, the next officer for election is the International Secretary-Treasurer. Delegate Billy Mills of New York.

Brother Mills: As he told a joke, I want to tell one before I nominate the man I want as the Secretary-Treasurer of your organization.

There were some boys fishing one day, and as one fellow went overboard, the other jumped in .He was asked, "Why did you trust your life in a hundred feet of water that way?" He said, "That boy has the bait, and he would destroy a nice fishing day." (Laughter)

The man I am going to nominate for the Secretary-Treasurer of this organization, holds the bait of this organization, and during the past years, he has had it, he hasn't lost a bait yet. So it would be inhuman and unjust to the members of this great organization, to nominate anyone else to safeguard our finance, which is the very heart of the organization. And if you don't believe it is the very heart, when he went to read his report the other day, those who couldn't figure, took pencils to see if he had lost a dime. (Laughter)

So at this time, it is a great pleasure to present Brother Ashley L. Totten as the Secretary-Treasurer of the Brotherhood of Sleeping Car Porters.

Brother LaRoche: I second the nomination.

President Randolph: It has been regularly moved and seconded that Ashley L. Totten be re-elected as the International Secretary-Treasurer of the Brotherhood of Sleeping Car Porters. You have heard the motion. Are you ready for the question? Those in favor, make it known by saying, "aye"; those opposed, "no." The "ayes" have it and so it is ordered.

Brother W. E. Smith: I make a motion that the nominations be closed.

(The motion was duly seconded.)

President Randolph: It is moved and seconded that the nominations be closed on Ashley L. Totten. You have heard the motion. Are you ready for the question? All those in favor, make it known by saying, "aye"; contrary, "no." The "ayes" have it and so it is ordered.

(The Delegates arose, applauded and cheered.)

President Randolph: I now declare Ashley L. Totten elected as the International Secretary-Treasurer.

Secretary-Treasurer Totten: Mr. Chairman and Delegates: I want to thank you kindly for re-electing me, and I want to assure you that I am going to hold that money a little tighter than I did before. (Laughter) So don't think because you have re-elected me, that I am going to give out any more checks. I am going to hold them, and get funds into this organization, so that the Pullman Porters alone will not be known, but the entire race will be an independent race, independent of anybody else. (Applause)

President Randolph: We have now come to the place for the nomination and election of the members of the International Executive Board. Delegate McNeal.

Brother McNeal: Mr. Chairman and Fellow Delegates: For most of the same reasons I mentioned in nominating Brother Bradley, and because they have served long and well, because it is not only a tradition, a custom and practice in the Labor Movement, but an absolute, imperative necessity that useless changing of officers be avoided, I want to nominate, as a group—this is not violating custom, Mr. Chairman—I want to onminate as a group, the present members of the International Executive Board, and everyone of them deserves to go back.

(The motion was duly seconded.)

President Randolph: The Chair will entertain that motion. It has been regularly moved and seconded that the members of the International Executive Board

be re-elected as a body. Are there any remarks?

Brother Doyle: I move that the nominations be closed on the Executive Board members.

(The motion was duly seconded.)

President Randolph: It has been regularly moved and seconded that the existing members of the Executive Board be elected as a body, and that nominations be closed on the International Executive Board. All in favor of the motion make it known by saying, "aye"; contrary, say, "no." The "ayes" have it and so it is ordered.

All the members of the International Executive Board stand, so the delegates can see you.

(As the members of the Executive Board arose, the Assembly stood and applauded.)

President Randolph: Now, that completes the nomination and election of the officers and the Board.

The next item on the agenda is the election of the delegates to the American Federation of Labor Convention, which will meet in Cincinnati, November 15.

Brother McNeal: Mr. Chairman, I think that I would be ashamed at this stage of the game, to read a convention minutes, where I didn't nominate the delegates. I think I have done it ever since I have been in the Brotherhood. And because the whole convention, I know, will sustain me in these nominations, I want to nominate as the delegates to represent our International organization at the coming American Federation of Labor Convention at Cincinnati, our International President, our International First Vice-President, Brother Webster, and because the convention is going to be held in the Detroit Zone, I wish to also place in nomination, the Second Vice-President, Brother Bennie Smith, and I would like to add that at the same time, we authorize the International President to appoint a man who lives in the area where the convention will be held in 1949, as a third delegate to represent the Brotherhood of Sleeping Car Porters.

Brother C. D. Miller: I second the motion.

President Randolph: It has been regularly moved and seconded that the International President and First International Vice-President, and Second International Vice-President, be elected and nominated, as delegates to the American Federation of Labor Convention, which will meet in Cincinnati in November of this year. All in favor of the motion, make it known by saying, "aye"; contrary, say, "no." The "ayes" have it and so it is ordered.

The Chair declares the persons named as elected with the other provisions made in the motion. (Applause)

Now, the next item on the agenda is the next Convention Ctiy. Where will the next Convention meet? I think I want to recognize a New York boy on this. (Laughter)

Delegate H. E. Jones: Mr. President, Delegates and Members: You will recognize that the year 1950 becomes the 25th Anniversary of this organization. Inasmuch as this organization was founded by a group of porters from New York City, I feel that that celebration, that those porters from that District should have the opportunity of being the host to the delegates of this Convention.

I therefore place before you for consideration, the selection of the city of New York for your next convention in 1950.

The members of the New York Division will promise to show the hospitality that we have received in other Divisions, and I hope that in your deliberations, you will consider the offer we have made to bring your Convention to the city of New York.

President Randolph: Do we have a second to that?

(Cries of "Second.")

President Randolph: And I, as the President of the International Organization, second it also. (Laughter and applause.)

Brother Grooms: Brother Chairman and Delegates: I just want to thank Mr. Jones for the invitation from New York City.

President Randolph: It has been regularly moved and seconded—

Brother Mills: I want to put in nomination, Omaha, Nebraska. Now you can vote it down, but Omaha has the same right as New York for nomination. Realize that.

President Randolph: The nomination is lost for want of a second. (Laughter and applause.)

Brother Martin: I move that the nominations be closed.

President Randolph: It has been moved and seconded that New York be selected as the next Convention city. All in favor of the motion make it known by saying, "aye"; opposed, "no." The "ayes" have it.

Brother Martin: Now I move that the nominations be closed for the Convention city.

(The motion was duly seconded.)

President Randolph: And all in favor of the second motion, say, "aye"; all opposed, say, "no." I now declare that New York City shall be the Convention city of the next convention.

(The Delegates arose, applauded and cheered.)

President Randolph: Let's have order. Brother Bell is one of the members of the International Executive Board, and is a retired porter. He has been active in this organization from its very beginning; and as a retired porter, he wants to make a statement to this Convention. Brother Bell. (Applause)

Brother Bell: Honorable President, Members, Delegates and Members of the Auxiliary: I regard it an honor to speak to you just briefly. I want to say, first—I may forget it—that we have had the greatest convention in Detroit that we have had since the organization began. (Applause)

As I said to you I think it was our Honorable President, that is just as it should be. Now, our Convention in New York City should exceed this one. That shows progress. So, as we go, we will strive to make each session better than the past ones.

I want to say also, Brethren, Delegates especially, that we have come a long way, but we have a big job ahead of us yet. We have the job of holding what we have, and gaining more. We can only do that by cooperation and hard work, as one has said on one occasion, and I quote, "By blood, sweat and tears."

That is what has been done. We must continue to work to that end. We need, especially, to guard our finances. I would have been very much displeased and dissatisfied if you had elected another Secretary-Treasurer, for we know what our present Secretary-Treasurer's value is, and we appreciate him as we do all of the other officers who have sacrificed.

I know. I started on the ground floor. So we must leave this convention with the view in mind to urge every porter who is in the Brotherhood to keep his dues paid; and as has been said, let us each make a committee of himself to go out and bring in these brethren.

We all know that taxes and dues cannot build a treasury. That goes toward the operation of your Union. But we must build up a substantial treasury. Someone has just said here a few minutes ago that we will be inferior to none, and it takes finances to do it.

You have heard reports here. You have seen what a great struggle it has been, and the money that has been laid out to keep the organization going.

That is as it should be. As Brother Randolph always says, you can't run an organization like this on a shoestring. It requires finances.

So I hope and pray that each one of us will go away from this Convention with a determination to build a stronger and a better union.

Now, I have been asked by a small group of retired porters of Los Angeles, California, to bring you greetings. There are a few porters in Los Angeles who have formed a benevolent association of retired Pullman porters. (Applause) I don't think there is another one in the nation. We hope to see these groups formed of retired porters all over the nation and Canada.

Now, some thought at first that it would be a detriment to the Brotherhood, but in one year's time, I find that it has been an asset to the Brotherhood. And I read here, "The Retired Pullman Porters Benevolent Association, Los Angeles, No. 1."

Just above a year ago, there were a few of the Brotherhood of Sleeping Car Porters sitting in the Brotherhood office having a general discussion about railroad work and its problems. About this time, there were several Brotherhood men being retired. H. C. Franken, one of the retired Brotherhood porters asked the question, "How many porters have been retired in the Los Angeles District?" We asked the Secretary of the Brotherhood of Sleeping Car Porters to look at the record and see just how many Brotherhood porters had retired.

The Secretary stated there were probably about 18 or a few more porters retired.

Retired Porter Franken suggested that as there were that many porters retired in this District, that we should get them all together, once or twice on month, to give our moral support, and to help continue to build up the Brotherhood of Sleeping Car Porters. (Applause)

About 12 retired porters met in the local Brotherhood office, and formed the Retired Pullman Porters Benevolent Association. The only Pullman porters who can join this Association are those, on their retirement, who were in good and regular standing with the International office of the Brotherhood of Sleeping Car Porters. (Applause)

One of the main purposes of this Association is to assist and lend our support to the members and families of the Brotherhood of Sleeping Car Porters.

The Officers selected were, at the present time, Reeve Coleman, President; Bell, Sr., Vice-President and Chaplain; R. C. Franken, Secretary-Treasurer At the present time, we have about 27 members on our rolls, and may I state that the object is not to build up a treasury for anybody to fight over, but it is just to have a small treasury. We only pay 25 cents a month, and 50 cents to join.

We have a small treasury to furnish floral pieces for our deceased members and our wives, and to furnish gas and stationery for those who perform the activities of the club.

I can't recall one meeting that we have held that we didn't have a quorum. They turn out in large numbers. I am trying to encourage the older porters, especially the retired porters, to meet in the regular meetings so as to encourage the younger porters, and to give them, to the best of our ability, our experience along the lines of our work, and to show them that they must, if they expect to hold their jobs, they must give service, not lip service, but actual service.

There is so much competition now, and if we do not hold what we have and strive to gain more, we will vanish from the picture.

I ask all the cooperation of every delegate, every lady belonging to the Auxiliary, to go from this Convention with a determination to build a better and a stronger Union.

I thank you. (Applause)

President Randolph: On behalf of the Convention, we want to thank Brother Bell for his interesting and informative statements.

Now we will listen to the report of the Committee on Grievances and Claims. Vice-President Dellums.

Brother Clarence Scott (Chicago, Illinois): I would like to ask this Convention if it would be fitting at this time that we stand in memory of our past brethren.

President Randolph: Yes, that is a proper motion, and in deference to that motion, the Chair requests that all of the Delegates and friends stand in silence for one minute.

(The Assembly arose and stood in silent tribute.)

President Randolph: Vice-President Dellums.

Vice-President Dellums: Mr. Chairman, the Report of the Committee on Grievances and Claims will be offered by Delegate H. E .Jones of New York, Secretary of the Committee.

Brother H. E. Jones: Mr. President, Officers and Delegates: We, the members of your Committee on Grievances and Claims beg leave to submit the following report:

Recommendation No. 1: From the Pittsburgh Division—that whenever memorandums of understanding or informal agreements are made between the Brotherhood and a Carrier, that the Interna-

tional President advise all chairmen of local divisions of such Carrier of such agreements.

The Committee recommends the adoption of this recommendation. I so move.

Vice-President Dellums: I second the motion.

President Randolph: It has been regularly moved and seconded that the recommendation of the Committee be adopted. Is there any discussion? Hearing none, all those who favor the recommendation, make it known by saying, "aye"; contrary, say, "no." The "ayes" have it and so it is ordered.

Brother Jones: Recommendation No. 2: From Savannah, Georgia Division—That the Brotherhood check through the various local offices on the amount of time allowed porters for preparation before departure time. Evidence indicates that many lines are allowed insufficient time to properly prepare their cars.

The Committee recommends that this recommendation be referred to the International Executive Board. I move the adoption of the Committee's recommendation.

(The motion was duly seconded.)

President Randolph: It has been regularly moved and seconded that the recommendation of the Committee be adopted. Is there any discussion? Hearing none, all those who favor the recommendation, make it known by saying, "aye"; contrary, say, "no." The "ayes" have it and so it is ordered.

Brother Jones: Recommendation No. 3: From the Sevannah, Georgia Division—It was recommended that the Brotherhood examine the question of release time in order to see that porters time on day at least 30 minutes release time on daytime sleeping car arrivals. The Committee recommends that the recommendation be referred to the Agreement Committee.

I move the adoption of the Committee's Report.

(The motion was duly seconded.)

President Randolph: It has been regularly moved and seconded that the recommendation of the Committee be adopted. Is there any discussion? Hearing none, all those who favor the recommendation, make it known by saying, "aye"; contrary, say "no." The "ayes" have it and so it is ordered.

Brother Jones: Recommendation No. 4: From the Los Angeles Division—The Los Angeles Division presented a recommendation aimed at having one particular car operating on the "LARK" be bulletined because of an alleged change in its operation. Since this matter was entirely local the Committee recommends that it be referred to the International Vice-President in charge of the Zone.

I move the adoption of the Committee's recommendation.

(The motion was duly seconded.)

President Randolph: It has been regularly moved and seconded that the report of the Committee be adopted. Is there any discussion? Hearing none, all those who favor the report, make it known by saying, "aye"; contrary, say, "no." The "ayes" have it and so it is ordered.

Brother Jones: Recommendation No. 5: From the Detroit Division—A recommendation that action be taken to correct the present Porters' bed arrangement on the new 22 Roomette Cars.

The Committee recommends that this matter be referred to the International Executive Board. I move the adoption of the Committee's recommendation.

(The motion was duly seconded.)

President Randolph: It has been regularly moved and seconded that the report of the Committee be adopted. Are there any remarks? Hearing none, all those who favor the report make it known by saying, "aye"; contrary, say, "no." The "ayes" have it and so it is ordered.

Brother Jones: Recommendation No. 6: Detroit Division—A recommendation that where Railroad Observation Cars operating on Sleeping Car trains sell seats that Pullman Porters operate these cars instead of train porters. The Committee recognized that nothing could be done about this situation and therefore, recommends non-concurrence.

I move the adoption of the Committee's recommendation.

(The motion was duly seconded.)

President Randolph: It has been regularly moved and seconded that the report of the Committee be adopted. Are there any remarks? Hearing none, all those who favor the report, make it known by saying, "aye"; contrary, say, "no." The "ayes" have it and so it is ordered.

Brother Jones: Recommendation No, 7: From Atlanta Division—The Atlanta Division representatives explained a situation effecting extra porters in their District ,in that the present sign-out system prevented them from checking up on the sign-out man in order to protect their rights and add some suggestions for its correction.

The Committee recommends that this matter by referred to the Eastern Zone Supervisor and instructions for him to look into the matter.

I move the adoption of the Committee's recommendation.

(The motion was duly seconded.)

President Randolph: It has been regularly moved and seconded that the report of the Committee be adopted. Any remarks? Hearing none, all those who favor the report, make it known by saying, "aye"; contrary, say, "no." The "ayes" have it and so it is ordered.

Brother Jones: Recommendation No. 8: The Committee recommends that the instructions to local officials and members of local Grievance Committees in the handling of grievances and claims as adopted by the 1940 Convention and re-emphasized in every subsequent Convention, be again re-emphasized, made a part of this report, and that Zone Supervisors be instructed to see that every member of the local Grievance Committees, as of now, recieve a copy of these instructions immediately.

I move the adoption of the Committee's recommendation.

(The motion was duly seconded.)

President Randolph: It has been regularly moved and seconded that the report of the Committee be adopted. Are there any remarks? Hearing none, all those who favor the report, make it known by saying, "aye"; contrary, say, "no." The "ayes" have it and so it is ordered.

Brother Jones: Recommendation No. 9: We recommend that the Zone Supervisors be instructed to see that every member of the local Grievance Committees be instructed in the art of writing statements in order that they in turn can assist the members in writing statements.

After considering the foregoing recommendations the Committee launched into what we call a Grievance Clinic. For the next few hours much discussion ensued and many questions were asked and answered. It seemed to be the unanimous opinion of those present that the clinic was very productive and helpful and want them continued and enlarged. The Committee therefore recommends that the International President set aside an entire day in the next and future Conventions for this purpose.

(Signed) C. L. DELLUMS,
Chairman
H. E. JONES, Secretary.

I move the adoption of the report as a whole. (Applause)

(The motion was duly seconded.)

President Randolph: It has been regularly moved and seconded that the report of the Committee be adopted. Are there any remarks? Hearing none, all those who favor the report, make it known by saying, "aye"; contrary, say, "no." The "ayes" have it and so it is ordered.

And now, a vote occurs on the adoption of the entire Report. There is a motion and a second.

Brother Martin: I so move.

(The motion was duly seconded.)

President Randolph: It has been regularly moved and seconded that the entire report be adopted. Those who favor it say, "aye"; contrary, "no." The "ayes" have it and so it is ordered.

The Chair wishes to thank the Committee on Grievances and Claims for its report.

Now the Chair will entertain a motion of congratulations to the Detroit Division, and the Second International President, the Pittsburgh Zone Supervisor, and also the Detroit Ladies Auxiliary for the very fine and splendid convention, and the various entertainments and accommodations that have been accorded

and extended to the delegates and friends in attendance at this convention.

Brother Boyd: Mr. President, National Officers, Brothers of the Sleeping Car Porters and Ladies Auxiliary, it is indeed a great privilege and pleasure to participate, on this historic occasion, in this beautiful city, on this Sixth Biennial Convention of the Brotherhood of Sleeping Car Porters, under the supervision of the Second Vice President of the Brotherhood of Sleeping Car Porters—I refer to this as being one of the most historical epics in the history of our people, since the Emancipation Proclamation. It emphasizes two important factors that are going to have to do with the possibility of the American people and our people in general to measure up to the necessary requirements to fulfill the obligations not only as full-pledged citizens of the United States, but as full-pledged human entities of the universe.

This Brotherhood of Sleeping Car Porters has set a pattern of behavior, in so far as the requirements of mankind demands in many of the provisions of the U. S. Charter, especially UNESCO—United Nations Economic and Cultural Organization—and I feel that too much cannot be said in praise for Brother Bennie Smith, and the Ladies Auxiliary of this beautiful city, for the many privileges that we have enjoyed here, both spiritual, economic and social. And I feel that I am doing no more than my most sacred duty in congratulating Brother Bennie Smith and the entire International Brotherhood of Sleeping Car Porters, and the labor movement of the United States of America. I thank you. (Applause)

President Randolph: I want to add my word of praise to Brother Bennie Smith and the local Detroit Division, and the local Ladies Auxiliary for the magnificent convention, for the very splendid entertainments and the arrangements that have been made in the interests of the delegates.

All of them have been properly housed. I have not heard any complaints, and, therefore, let us give Brother Bennie Smith and the Detroit Division and the Ladies Auxiliary a standing vote of thanks.

(The audience arose and applauded.)

Brother Smith: Mr .Chairman, I wish to thank you and the delegates and the visiting friends. We have done everything that we could to make your stay here a pleasant one. This could not have been possible had it not been for the cooperation of the New York Zone—in fact of the southwest zone, of the Pacific zone, the entire International body, and the tireless efforts on the part of the Ladies Auxiliary and the members of the Brotherhood of Sleeping Car Porters of Detroit and including Cleveland. Some of them came over here to help us.

I hope that we have pleased each and every one. There have been some few mistakes. We knew that we could not please each and every one due to some error in the final details. We have done the very best we could, and it is my hope —I might add, we have given away all that we were able to give (laughter)—I hope that you will buy some tickets and attend our dance tonight, which dance starts at nine thirty, in order that we may be able to pay for some of the things that we have been getting free. (Applause) It will be right here in this hall.

In addition to the cooperation and the tireless efforts on the part of the Detroit Division that I mentioned, the distinguished company Hiram Walker and the distinguished company, Mr. Michael, who gave you the cocktail party at the hotel, Calverts Distilling Company, they made up what we may not have had in the way of spirits of which you enjoyed.

I want to conclude by saying this: I heard a preacher say once that the only way to get the spirit up is to put the spirits down, and that is what we tried to do. (Laughter and applause.)

President Randolph: I have been asked to announce that the Ladies Auxiliary of the Detroit Division cordially invite you to attend their annual tea Sunday afternoon from four to six at the Y. W. C. A., 569 Elisibeth Street.

I just want to say in reference to the Ladies Auxiliary here that I don't think we have had a program anywhere that

was on a higher cultural scale than the program which was presented here by the Ladies Auxiliary during the ladies reception the night before last. (Applause)

(Announcements)

President Randolph: There being no further business before the Sixth Biennial Convention of the Brotherhood of Sleeping Car Porters, I now declare this convention adjourned.

(The convention adjourned at three-fifty o'clock.)

APPENDIX

RESOLUTION 97 (page 145)

WHEREAS, the A. F. of L. Temple, located at 82 West Montcalm, Detroit, Michigan, is owned and operated by the Detroit and Wayne County Federation of Labor, affiliated with the American Federation of Labor; and

WHEREAS, the International Brotherhood of Sleeping Car Porters is an affiliate of the American Federation of Labor, and its local in Detroit is a member of the Detroit and Wayne County Federation of Labor and holds shares in the A. F. of L. Temple; and

WHEREAS, the Sixth Biennial Convention and 23rd Anniversary Celebration of the Brotherhood of Sleeping Car Porters is holding its daily sessions and evening social entertainments in the facilities of the building from September 13th through September 17th, 1948, and

WHEREAS, it has been called to the attention of the International President and the Zone Supervisor of the Detroit-Pittsburgh Zone that the restaurant, said to be privately owned, but located in the A. F. of L. Temple, has been allegedly closed during the sessions of the Brotherhood of Sleeping Car Porters so as not to serve the delegates and their guests to the Convention, because they happen to be in most instances of the Negro race, and

WHEREAS, the alleged policy of said restaurant in the building is a consistent one of refusing to serve Negroes because of their color, in violation of the Civil Rights statute of the sovereign state of Michigan, and

WHEREAS, a policy of discrimination, especially in an edifice owned and operated by the American Federation of Labor or any of its federated or local bodies, is detrimental and injurious to the best interests of the organized labor movement because it practices a master race theory and thereby divides workers on a basis of race or color, and

WHEREAS, such discrimination is inconsistent with the ideals of democracy and democratic institutions, and

WHEREAS, a policy of racial discrimination anywhere in a labor-owned building contributes to the efforts of the enemies of labor and the democratic processes, in their plans to defeat the aims and objectives of working men and women.

RESOLUTION 98 (page 145)

WHEREAS, the infamous 80th Congress, which enacted the notoriously anti-labor, slave Taft-Hartley Act, was elected by one-third of the electorate and that reactionaries ride into office as a rule when the people fail to turn out to register and vote in large numbers, therefore be it

---

RESOLUTION 99 (page 146) — SHORTER WORK MONTH

WHEREAS, the march of modern technological development in industry and business tends to displace labor, resulting in fewer jobs in given crafts and classes of wage earners, and since porters and other workers with high seniority rights are the victims of this trend, and because the Pullman Company and other railroad carriers, in order to increase their profits, apply the speed-up and stretch-out system which takes men out of runs, therefore be it

---

RESOLUTION 100 (page 146) — HOUSING

WHEREAS, millions of Americans are victims of a severe housing famine, forcing children to live in blighted areas and congested slum districts that threaten their life and future; and

WHEREAS, private capital with its interest in reaping high profits on its investments, has demonstrated its incapacity or disinclination to build and provide low cost housing which comes within the range of the average citizen with a wage income of $35 to $75 a week, therefore be it

RESOLVED, that the Sixth Biennial Convention of the Brotherhood of Sleeping Car Porters, assembled in Detroit, Michigan, September, 1948, go on record in favor of the Taft-Wagner-Ellender Housing Bill and the principle of government financing and building of low-cost housing.

RESOLUTION 101

WHEREAS, National Sovereignty, unbridled, unlimited, but intensified, strengthened and emboldened by imperialistic capitalism, fascism and communism, makes for cold and shooting wars, that with atomic bombs may end civilization as we know it, therefore be it

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RESOLUTION 102 (page 146) — MINIMUM WAGES

WHEREAS, the continued rise in prices creates a corresponding reduction in the purchasing power of the dollar, thereby widening the gap between money and real wages, and since the U. S. Bureau of Labor Statistics, as a result of an extended study of family budgets and their costs in 34 cities in the country, reached the conclusion, on a basis of June, 1947 prices, that the average family of four persons required an annual income of $3,000 in New Orleans and $3,400 in Washington, D. C., therefore be it

RESOLVED, that the Sixth Biennial Convention of the Brotherhood of Sleeping Car Porters, assembled in Detroit, Michigan, September, 1948, go on record as supporting a minimum wage of 75 cents an hour and call upon the 81st Congress to enact it into law.

RESOLUTION 103 (page 146) — HIGH PRICES

WHEREAS, the continued rise in prices is developing inflation and a dangerous boom from which the workers of hand and brain, together with the small shop-keepers, suffer since wages and salaries cannot keep up with run-away prices, and

WHEREAS, a bust or deflation, with widespread unemployment, privation, suffering and increased crime are certain to follow, which may plunge the country into chaos and confusion, thereby threatening our democratic institutions, therefore be it

RESOLVED, that the Sixth Biennial Convention of the Brotherhood of Sleeping Car Porters, assembled in Detroit, Michigan, September, 1948, go on record for the adoption of legislation by the 81st Congress providing a resumption of price control and the rationing of such commodities that may be deemed advisable by a government commission of competent and respected economists that may be appointed by the President of the United States, which may alleviate and break, if not prevent, a disastrous industrial and financial depression.

RESOLUTION No. 104 (page 147)

WHEREAS, the enactment of the Taft-Hartley Law, stripping labor of certain basic rights by the 80th Congress is the best argument which can be presented in favor of the unity of the labor movement by the merging of the A. F. of L. and the C. I. O. into one great labor federated body, therefore, be it.

RESOLUTION No. 8 (page 159)

WHEREAS: The dues-stamp books and dues stamps are used very little. And the majority of porters in most divisions leave their books at home and thereby allow hundreds of stamps to remain in the Secretary's possession,

And WHEREAS, a redesigned working card can render the same service more effectively and thus save hundreds of dollars spent for "Dues stamps and books."

A cordial invitation to

The Testimonial Dinner

sponsored by

The International Brotherhood of Sleeping Car Porters
New Orleans Division
And the Ladies Auxiliary

in honor of

Hon. A. Phillip Randolph

International President of the Brotherhood of Sleeping Car Porters

At the Tick Tock Tavern

235 S. Rampart Street

On Tuesday Evening, November 5th, 1940

8:00 o'clock

Subscription

$1.00

ASA PHILIP RANDOLPH

SUBJECT FILE

BROTHERHOOD OF SLEEPING CAR PORTERS

1950

7Th Biennial Convention
25Th Anniversary

Silver Jubilee Anniversary
See
25Th Anniversary

(1)

A. PHILIP RANDOLPH
INTERNATIONAL PRESIDENT

MILTON P. WEBSTER
1ST INTERNATIONAL VICE-PRESIDENT
3456-58 SOUTH STATE STREET
CHICAGO, ILLINOIS

BENNIE SMITH
2ND INTERNATIONAL VICE-PRESIDENT
1308 BROADWAY, ROOM 305
DETROIT, MICHIGAN

BROTHERHOOD of SLEEPING CAR PORTERS

TRAIN, CHAIR CAR, COACH PORTERS & ATTENDANTS

AN INTERNATIONAL UNION
AFFILIATED WITH THE A. F. OF L.

DETROIT-PITTSBURGH ZONE HEADQUARTERS
1308 BROADWAY
ROOM 304-5
DETROIT 26, MICHIGAN
[redacted] WOodward 1-5885
[redacted]-440

ASHLEY L. TOTTEN
INTERNATIONAL SECRETARY-TREASURER

E. J. BRADLEY
3RD INTERNATIONAL VICE-PRESIDENT
11 NORTH JEFFERSON STREET
ST. LOUIS, MISSOURI

C. L. DELLUMS
4TH INTERNATIONAL VICE-PRESIDENT
1716 SEVENTH STREET
OAKLAND, CALIFORNIA

January 31, 1950

Mr. A. Philip Randolph
International President
Brotherhood of Sleeping Car Porters
942 Parsons Street, S. W.
c/o Mr. Thomas Culpepper

Dear Brother Randolph:

The attached is self explanatory.

I am of the opinion that the Brother should be informed that the same is a matter for Convention action.

Here's hoping that you and Mack are enjoying your Southern sojourn, and I am sure the trip will be productive of good.

Hazel asks to be remembered to you and Mack.

Fraternally yours,

Bennie Smith
Second International Vice President

BS/fmw

Encl. 1
Letter

A. PHILIP RANDOLPH
International President

MILTON P. WEBSTER
1st International Vice-President
3456-58 South State Street, 5th Floor
Chicago, Illinois

BENNIE SMITH
2nd International Vice-President
1308 Broadway, Room 305
Detroit, Michigan

BROTHERHOOD of SLEEPING CAR PORTERS

Train, Chair Car, Coach Porters and Attendants

AN INTERNATIONAL UNION

Affiliated With the A. F. of L.

217 WEST 125th STREET (Room 301)
NEW YORK 27, N. Y.
MO 2-5080-1
Nights, Sundays and Holidays—UNiversity 4-8262

ASHLEY L. TOTTEN
International Secretary-Treasurer

E. J. BRADLEY
3rd International Vice-President
11 North Jefferson Street
St. Louis, Missouri

C. L. DELLUMS
4th International Vice-President
1716 Seventh Street
Oakland, California

Correction

February 20, 1950

Mr. A. Philip Randolph
Mary Elizabeth Hotel
Miami, Florida

Dear Chief:

Enclosed you will find copies of letters that I composed in your name to President Truman, Governor Dewey, Senator Ives and Senator Lehman. The firm of Geller and Weiss states that replies from such prominent individuals should form the basis of our Journal before making contact with companies in an effort to solicit ads.

In a few days I shall forward to you for your approval and signature, letters in your name to Mayor O'Dwyer and the Prime Minister of Canada. If these letters meet with your approval, I see no need for sending them back here and feel that upon your signature of same, they can be mailed from your location.

I would appreciate hearing from you so as to be able to keep the records straight and to inform Geller and Weiss that the letters have been sent.

Fraternally yours,

Theo. E. Brown

Theodore E. Brown
Director of Research

TEB:RB

Convention

February 21, 1950

Hon. Herbert H. Lehman
Senate Office Building
Washington, D. C.

Dear Senator Lehman:

The International Brotherhood of Sleeping Car Porters, which is affiliated with the American Federation of Labor and represents more than ninety-five percent of the porters, attendants, maids and bus boys in the Pullman service and on the nation's railroads, will hold its Silver Anniversary Celebration in the City of New York, September 10-16, 1950.

Our organization which numbers more than eighteen thousand members determined through collective bargaining purposes, the wages, hours and working conditions of thousands of railroad workers whose contribution to the progress of the American railroad industry is legendary.

The conventions, which are held biennially, bring together delegates from and branch and auxiliary bodies which are located in thirty-three states and the Dominion of Canada. Because of the special significance of twenty-five years of progress not only to the American labor movement in general, but to the cause of democracy in particular, we are planning to make this event a memorable occasion in the city and state of the organization's birth.

We would deeply appreciate a word of personal and official greeting from you. We are preparing a Silver Anniversary Journal in which we plan to print the greetings from our many friends throughout the country, and at the same time carry a brief historical account of the development of our organization. Such a message from one who has been as familiar as you with the caliber of service we earnestly attempt to render to the great American traveling public would be deeply appreciated.

Respectfully yours,

A. Philip Randolph
International President

TEB:RB

Convention

UNITED STATES SENATE

February 28, 1950

Mr. A. Philip Randolph
International President
Brotherhood of Sleeping Car Porters
217 West 125 Street
New York 27, N. Y.

Dear Mr. Randolph:

Your letter of February 21 has been received and in answer to your request I shall be delighted to send a word of greeting apropos of the occasion of the Silver Anniversary Celebration of the International Brotherhood of Sleeping Car Porters, which is scheduled to be held next September 10th to 16th in New York City. If you will be so kind as to indicate the form in which you desire this greeting and the deadline for its delivery to you, the favor will be much appreciated.

With kindest personal regards, I remain

Sincerely yours,

IMI:d

Irving M. Ives

COPY

Convention

February 11, 1960

[redacted]
President of the United States
The White House
Washington, D. C.

Dear Mr. President:

The [redacted] Brotherhood of Sleeping Car Porters, which is affiliated with the American Federation of Labor and represents more than [redacted] of the nation's porters, maids and bus boys in [redacted] and in the industry [redacted] will hold its thirty-[redacted] anniversary convention in the City of New York, September [redacted], 1960.

Our organization which numbers more than eighteen thousand members [redacted] the wages, hours and working conditions of thousands of railroad workers whose contribution to the progress of the American railroad industry is legendary.

The convention, which we hold biennially, brings together delegates from all sections and numerous locals which are located in [redacted] states and the Dominion of Canada. Because of the special significance of this [redacted] years of progress not only in the American labor movement in general, but in the cause of democracy in particular, we are planning to make this event a memorable occasion in the city and state of the organization's birth.

We would deeply appreciate a word of personal and official greeting from you. We are preparing a labor anniversary journal in which we plan to print the greetings from our many friends throughout the country, and in the year ahead a total historical record of the development of our organization. Such a message from one who has been as familiar as you with the labor of service we currently attempt to render to the great American travelling public would be deeply appreciated.

Respectfully yours,

A. Philip Randolph
International President

TED:HB

Convention

SUMMARY REPORT OF THE CONVENTION COMMITTEE

March 1, 1950

The Brotherhood of Sleeping Car Porters is preparing to celebrate its 25th Silver Jubilee Anniversary and Seventh Biennial Convention which will take place in New York, September 10-15th, 1950.

In order to make this most worthy and important occasion a success, various committees have been formed. There have been two general meetings of the Convention Committee-February 7th and February 24th, 1950. The following progress has been reported.

Parade and Mass Meeting Committee:

The Parade and Mass Meeting Committee with Brother Ashley L. Totten, International Secretary-Treasurer as chairman did not have any special report on the activities of his committee. He is trying to stimulate interest in the younger men so that we may have a better parade than we have had in the past. He is asking all Brothers and Sisters to bring in coats, caps and full uniforms. He stressed the importance of a mass meeting and stated that the place where such a meeting will be held could not be stated because it depends on who the speakers will be.

Souvenir Journal Committee:

The Souvenir Journal Committee with Brother L. J. Lawrence as chairman asked for the support and cooperation from all committees. The rates of ads were explained and the fact stressed that large business firms will have to be asked for advertisements this year.

Housing and Transportation Committee:

The Housing and Transportation Committee with Brother W. H. Bowe as

chairman reported that various hotels have been contacted but at this time there is nothing that can be done until a later date.

Entertainment Committee:

The Entertainment Committee with Brother O. W. Bynum as chairman reported that the Rockland Palace Ballroom has been secured for the Convention Dance. A sub-committee under the leadership of Brother J. Mc Cants has been appointed to promote the Soiree.

Publicity and Decoration Committee:

The Publicity and Decoration Committee with Brother Theodore E. Brown as chairman reported that the working plan for his committee is to use all modes of communication to highlight the approach and activity of the Convention, as well as decorating the community. Among the mediums to be used are Radio-Television, newspaper stories and advertisements.

Signed,

O. W. Bynum

O. W. Bynum, Acting General Chairman

Convention

March 2, 1950

Hon. William O'Dwyer
Mayor of the city of New York
New York, New York

Dear Mayor O'Dwyer:

Twenty-five years ago the International Brotherhood of Sleeping Car Porters which is affiliated with the American Federation of Labor, was founded by a small group of porters in New York City. It is significant then that on our Silver Anniversary Celebration, September 10-16, 1950, the Organization which has one hundred and seventeen locals in thirty-three states and the Dominion of Canada, is returning to the city of its birth. We are planning a celebration which we feel will not only be significant in the history of our organization but also to the great metropolis of New York, which incidentally is the location of the International offices of the union.

As one who is quite familiar with the type and caliber of service rendered by our members on the nation's railroads to the great American traveling public, we would deeply appreciate an official and personal letter of greeting from you. As part of our activities, we are preparing a Silver Anniversary Bulletin in which we propose to carry messages of greeting from our many friends and at the same time a brief historical account of the Organization.

I assure you that such a letter of greeting would be deeply appreciated and would be in keeping with the type of program we are preparing. If this request meets with your approval, we would appreciate compliance at least by March 15.

Very truly yours,

A. Philip Randolph
International President

TEB:RB

Convention

March 2, 1960

Hon. Scott W. Lucas
Senate Office Building
Washington, D. C.

Dear Senator Lucas:

The International Brotherhood of Sleeping Car Porters, which is affiliated with the American Federation of Labor and represents more than ninety-five percent of the porters, attendants, maids and bus boys in the Pullman service and on the nation's railroads, will hold its Silver Anniversary Celebration in the City of New York, September 10-16,1960.

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If this request meets with your approval we would appreciate compliance at least by March 16.

Very truly yours,

A. Philip Randolph
International President

VTH:VB

Convention

March 7, 1950

Hon. Paul Douglas
Senate Office Building
Washington, D. C.

Dear Senator Douglas:

The International Brotherhood of Sleeping Car Porters, which is affiliated with the American Federation of Labor and represents more than ninety-five percent of the porters, attendants, maids and bus boys in the Pullman service and on the nation's railroads, will hold its Silver Anniversary Celebration in the City of New York, September 10-16,1950.

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We would deeply appreciate a letter of personal and official greeting from you. We are preparing a Silver Anniversary Journal in which we plan to print the greetings from our many friends throughout the country, and at the same time carry a brief historical account of the development of our organization. Such a message from one who has been as familiar as you with the caliber of service we earnestly attempt to render to the great American traveling public would be deeply appreciated.

Hon. Paul Douglas -2- March 7, 1950

If this request meets with your approval, we would appreciate compliance at least by March 15th.

Very truly yours,

A. Philip Randolph
International President

APR:RB

Convention

March 8, 1950

Hon. Hugo Black
United States Justice
The Supreme Court
Washington, D. C.

Dear Justice Black:

The International Brotherhood of Sleeping Car Porters, which is affiliated with the American Federation of Labor and represents more than ninety-five percent of the porters, attendants, maids and bus boys in the Pullman service and on the nation's railroads, will hold its Silver Anniversary Celebration in the City of New York, September 10-16,1950.

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If this request meets with your approval, we would appreciate compliance at least by March 15.

Very truly yours,

A. Philip Randolph
International President

APR:RB

Convention

March 8, 1950

Hon. Louis St. Laurent
Prime Minister of Canada
Ottawa, Canada

Dear Sir:

The International Brotherhood of Sleeping Car Porters, which is affiliated with the American Federation of Labor and represents more than ninety-five percent of the porters, attendants, maids and bus boys in the Pullman service and on the nation's railroads, will hold its Silver Anniversary Celebration in the City of New York, September 10-16,1950.

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If this request meets with your approval, we would appreciate compliance at least by March 15.

Very truly yours,

A. Philip Randolph
International President

APR:RB

Convention

March 8, 1950

Hon. Alfred E. Driscoll
Governor of the State of New Jersey
Trenton, New Jersey

Dear Governor Driscoll:

The International Brotherhood of Sleeping Car Porters, which is affiliated with the American Federation of Labor and represents more than ninety-five percent of the porters, attendants, maids and bus boys in the Pullman service and on the nation's railroads, will hold its Silver Anniversary Celebration in the City of New York, September 10-16, 1950.

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If this request meets with your approval, we would appreciate compliance at least by March 15.

Very truly yours,

A. Philip Randolph
International President

APR:RB

Convention

CITY OF NEW YORK
OFFICE OF THE MAYOR
NEW YORK 7, N.Y.

March 10, 1950 D

Mr. A. Philip Randolph
International President
Brotherhood of Sleeping Car Porters
217 West 125th Street, Room 301
New York 27, N. Y.

Dear Mr. Randolph:

This is to acknowledge receipt of your letter of March 2nd addressed to Mayor O'Dwyer.

It will be brought to the Mayor's attention.

Very truly yours,

John D. Tierney

JOHN D. TIERNEY
Assistant Executive Secretary
to the Mayor

Detroit
Day Convention

March 22, 1960

Mr. A. Wheat
[illegible] Hartford Avenue
Detroit 10, Michigan

Dear Brother Wheat:

I note your suggestion that a Sunday be set aside by the Brotherhood for prayer. I think this is a good suggestion, but it will have to be decided at the Convention of the Brotherhood. You may send that suggestion to me around the time of the next Convention in the form of a resolution and I will present it to the Convention.

Fraternally yours,

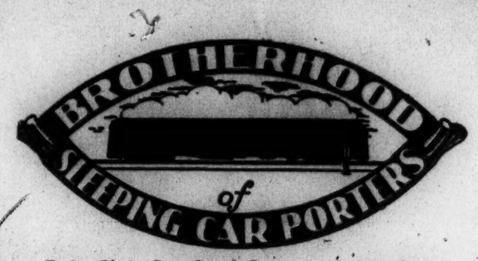
A. Philip Randolph
International President

APR:RB

A. PHILIP RANDOLPH
International President

MILTON P. WEBSTER
1st International Vice-President
3456-58 South State Street, 5th Floor
Chicago, Illinois

BENNIE SMITH
2nd International Vice-President
1308 Broadway, Room 305
Detroit, Michigan



Train, Chair Car, Coach Porters and Attendants
AN INTERNATIONAL UNION
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217 WEST 125th STREET (Room 301)
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3rd International Vice-President
11 North Jefferson Street
St. Louis, Missouri

C. L. DELLUMS
4th International Vice-President
1716 Seventh Street
Oakland, California

Convention

April 4, 1950

Bertram Russell, eminent British philosopher, declared recently that the only worst fate than atomic warfare which could befall our civilization would be the domination of the world by Russian Totalitarian Communism.

To avoid either or both disasters, the workers, black and white, Jew and Gentile, Catholic and Protestant, of hand and brain, must build great and powerful labor organizations that are progressive and aggressive, as powerful bastions and bulwarks of a free U.S.A. and a free world.

With a world-wide wave of reaction toward Communism or Fascism mounting higher and higher, menacing democracy and liberty, every demonstration of power and progress of organized labor, gives new hope and faith and promise for a better tomorrow with peace and plenty, justice and freedom.

Such is the source of the pride and joy of the officers and members of the Brotherhood of Sleeping Car Porters, which built a militant, massive movement that gave a new sense of dignity, worth and power to the porter, at one time the most humble and lowly of the workers of our nation, who serve with great care and efficiency the public on the rails.

As a symbol of the spirit of fellowship and brotherhood of laborers, regardless of race, color, religion, national origin or ancestry, may we request you to send us greetings of a page advertisement or any amount of space you may wish to be carried in our elaborate Silver Jubilee Anniversary and Seventh Biennial Convention Journal as an expression of your great organization's goodwill to, and solidarity with, the porters marching onward to a happier future and fortune for the workers on farms, in factories, on ships and in shops, in mines, on railroads and all forms of endeavor and calling.

We will appreciate your indicating the size of space for greetings desired. Kindly sign contract and return with check and copy of greetings.

Fraternally yours,

A. Philip Randolph
International President

APR:ha

its bit to stop Russian Communism, the new slavery, at home and abroad; to repeal the infamous Taft-Hartley Act, and support sound labor and social legislation such as FEPC a liberal displaced persons act and the advancement of worker's education, HEALTH AND housing.

Rising from the low subsistence wage of $67.50 for 300 to 400 hours or more a month to a minimum of $233.90 for a 205 hour work month, Pullman porters, sleeping car porters of the Canadian Pacific and the chair car attendants and train porters on the railroads from coast to coast, salute the workers in the great trade unions in the A. F. of L. and C. I. O., and the Big Four Brotherhoods in the United States and Canada, and bid them foward!

As a symbol of the spirit of fellowship and brotherhood of laborers, regardless of race, color, religion, national origin or ancestry, may we request you to send us greetings of a page advertisement or any amount of space you may wish to be carried in our elaborate Silver Jubilee Anniversary and Seventh Biennial Convention Journal as an expression of your great organization's goodwill to, and solidarity with, the porters marching onward to a happier future and fortune for the workers on farms, in factories, on ships and in shops, in mines, on railroads and all forms of endeavor and calling.

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Fraternally yours,

APR:ha

A. Philip Randolph
International President

Convention

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With a world-wide wave of reaction toward Communism or Facism mounting higher and higher, menacing democracy and liberty, every demonstration of power and progress of organized labor, gives new hope and faith and promise for a better tomorrow with peace and plenty, justice and freedom.

Such is the source of the pride and joy of the officers and members of the Brotherhood of Sleeping Car Porters, which built a militant, massive movement that gave a new sense of dignity, worth and power to the porter, at one time, the most humble and lowly of the workers of our nation, who serve with great care and efficiency the public on the rails.

Starting in New York City with six porters in 1925; beset by stool-pigeons, and fired upon the slightest pretext, if a known member of the Brotherhood of Sleeping Car Porters; distrusted by the Negro public and ignored by the white, the struggling trade union infant grew into a lusty youngster who soon became of age. The Brotherhood affiliated with the American Federation of Labor and stood upon its feet, sporting in its belt, contracts on wages and rules governing working conditions from 30 or more railroads in the United States and Canada.

Standing side by side with its sister unions in the A. F. of L. and C. I. O., the Brotherhood of Sleeping Car Porters, has shouldered its share of the burden to help rid the world of Hitler's racism, anti-Catholicism and anti-Semitism; and it is now doing

its bit to stop Russian Communism, the new slavery, at home and abroad; to repeal the infamous Taft-Hartley Act, and support sound labor and social legislation such as FEPC a liberal displaced persons act and the advancement of worker's education.

Rising from the low subsistence wage of $67.50 for 300 to 400 hours or more a month to a minimum of $225.90 for a 205 hour work month, Pullman porters, sleeping car porters of the Canadian Pacific and the chair car attendants and train porters on the railroads from coast to coast, salute the workers in the great trade unions in the A. F. of L. and C. I. O., and the Big Four Brotherhoods in the United States and Canada, and bid them forward!

As a symbol of the spirit of fellowship and brotherhood of laborers, regardless of race, color, religion, national origin or ancestry, may we request you to send us greetings of a page advertisement or any amount of space you may wish to be carried in our elaborate Silver Jubilee Anniversary and Seventh Biennial Convention Journal as an expression of your great organization's goodwill to, and solidarity with, the porters marching onward to a happier future and fortune for the workers on farms, in factories, on ships and in shops, in mines, on railroads and all forms of endeavor and calling.

We will appreciate your indicating the size of space for greetings desired. Kindly sign contract with check and return with copy of greeting.

Fraternally yours,

A. Philip Randolph
International President

APR:ha

Convention

April 4, 1960

Bertram Russell, eminent British philosopher, declared recently that the only worst fate than atomic warfare which could befall our civilization would be the domination of the world by Russian Totalitarian Communism.

To avoid either or both disasters, the workers, black and white, Jew and Gentile, Catholic and Protestant, of hand and brain, must build great and powerful labor organizations that are progressive and aggressive, as powerful bastions and bulwarks of a free U.S.A. and a free world.

With a world-wide wave of reaction toward Communism or Fascism mounting higher and higher, menacing democracy and liberty, every demonstration of power and progress of organized labor, gives new hope and faith and promise for a better tomorrow with peace and plenty, justice and freedom.

Such is the source of the pride and joy of the officers and members of the Brotherhood of Sleeping Car Porters, which built a militant, massive movement that gave a new sense of dignity, worth and power to the porter, at one time the most humble and lowly of the workers of our nation, who serve with great care and efficiency the public on the rails.

As a symbol of the spirit of fellowship and brotherhood of laborers, regardless of race, color, religion, national origin or ancestry, may we request you to send us greetings of a page advertisement or any amount of space you may wish to be carried in our elaborate Silver Jubilee Anniversary and Seventh Biennial Convention Journal as an expression of your great organization's goodwill to, and solidarity with, the porters marching onward to a happier future and fortune for the workers on farms, in factories, on ships and in shops, in mines, on railroads and all forms of endeavor and calling.

We will appreciate your indicating the size of space for greetings desired. Kindly sign contract and return with check and copy of greetings.

Fraternally yours,

A. Philip Randolph
International President

APR:ba

Convention

April 6, 1950

Greetings:

1950 marks the Silver Jubilee or 25th Anniversary of the Brotherhood of Sleeping Car Porters which was born in New York City, 1925.

In the face of unbelievable obstacles and opposition, Pullman Porters, formerly some of the lowest paid workers in the United States, built the Brotherhood of Sleeping Car Porters and won decent wages and working conditions and protection on the job.

Like our sister unions, our fight never ends. We must be ever on our guard against the poison of Russian Communism, the enemy of democracy and freedom.

As a symbol of the spirit of fellowship and brotherhood, regardless of race or color, religion or national origin, may I request you to send us greetings in a Page Advertisement or any amount of space you may wish to be carried in our beautiful Silver Jubilee Anniversary and Seventh Biennial Convention Journal as an expression of the good-will of your great organization to, and solidarity with the Pullman Porters who serve the public on the rails.

Kindly sign contract and return with check and copy of greetings.

Fraternally yours,

A. Philip Randolph
International President

APR:hm

Comrades

April 19, 1960

TO THE INTERNATIONAL OFFICERS
BROTHERHOOD OF SLEEPING CAR PORTERS

Dear Sir and Brother:

May I request you to write the local divisions in your zone and request and urge them to have photographs made of their local executive boards and their officials and any members that wish to have their pictures taken, to be carried in the Porters' Journal of the Organization. We would like to have these photographs in the Brotherhood's office not later than June 1st, since cuts will have to be made of these photographs for use in the Journal.

Fraternally yours,

A. Philip Randolph
International President

APR:MB

An International Union
BROTHERHOOD OF SLEEPING CAR PORTERS
217 West 125th St., Rm. 301
New York 27, New York

April 14, 1950

TO THE PRESIDENTS OF THE EASTERN ZONE
BROTHERHOOD OF SLEEPING CAR PORTERS

Dear Sir and Brother:

The Brotherhood of Sleeping Car Porters is planning to have a Silver Jubilee Anniversary and Seventh Biennial Convention Souvenir Journal which will be beautiful and distinctive.

I want to request and urge you to have a photograph made of the local executive board with the officials and as many of the members of the local as possible and send said photograph to me at the International Headquarters in New York City not later than June 1st. I hope to carry these photographs in our Souvenir Journal.

Fraternally yours,

A. Philip Randolph

A. Philip Randolph
International President

APR:RB

[redacted]

Convention

April 20, 1950

OFFICERS

A. PHILIP RANDOLPH
International President

ASHLEY L. TOTTEN
Int'l Secretary-Treasurer

MILTON P. WEBSTER
1st Int'l Vice-President

BENNIE SMITH
2nd Int'l Vice-President

E. J. BRADLEY
3rd Int'l Vice-President

C. L. DELLUMS
4th Int'l Vice-President

THOMAS T. PATTERSON
Eastern Zone Supervisor

THEODORE E. BROWN
Editor — Black Worker

WILLIAM H. BOWE
Chairman
Executive Board
New York Division

L. J. LAWRENCE
Chairman
Souvenir Journal

Committee Members

W. M. ADAMS
DOROTHY ALLISON
J. V. BATTLES
T. L. BESSANT
T. BOONE
MRS. T. BOONE
J. D. BRUNSON
W. H. BRYANT
MAJOR CARR
R. D. COOPER
M. F. CUNNINGHAM
C. E. DAVIS
A. D. HAINES
WESLEY HALL
MRS. SARA HARPER
ROBERT L. HAWES
MRS. FRANK HARRISON
MRS. SUSIE HICKS
MOSES HILL
JERRY JONES
S. JOSEPH
V. L. KEARNEY
MRS. RUBY McCORMICK
W. C. MILLS
W. W. MILTEER
CLIFFORD NEAL
MRS. GERTRUDE PAYNE
MRS. GRACE REMBERT
R. D. ROSS
GEORGE RYAN
W. H. SAUNDERS
GEORGE W. SEABORN
E. A. SEABORN
CYRUS SCOTT
WILLIAM SHORTER
MRS. F. STRAYHAND
T. J. SMALL
A. W. TERRELL
E. E. VICTORIA
DAVE WILSON
HENRY WILLIAMS
S. A. WRIGHT
AND OTHERS

B. F. McLAURIN
Chairman — Convention

440

Greetings:

The year 1950 marks the Silver Jubilee or Twenty-fifth Anniversary of the Brotherhood of Sleeping Car Porters which was born in New York City in 1925.

In the face of unbelievable obstacles and opposition, Pullman porters, formerly some of the lowest paid workers in the United States, built the Brotherhood of Sleeping Car Porters and won decent wages and working conditions and protection on the job.

Like our sister unions, our fight never ends. We must be ever on our guard against the poison of Russian communism, the enemy of democracy and freedom.

As a symbol of the spirit of fellowship and brotherhood, regardless of race or color, religion or national origin, may I request you to send us greetings in a page advertisement or any amount of space you may wish, to be carried in our beautiful Silver Jubilee Anniversary and Seventh Biennial Convention Journal as an expression of the good-will of your great organization to, and solidarity with, Pullman porters who serve the public on the rails, day and night.

Kindly sign contract and return with check and copy of greetings. Thanks for your interest. Your cooperation will be deeply appreciated.

Fraternally yours,

A. Philip Randolph
International President

APR:bw
enc.

Convention

April 21, 1960

Mrs. Malena Wilson
International President
Ladies Auxiliary to BSCP
3947 Drexel Boulevard
Chicago, Illinois

Dear Friend and Sister:

The Brotherhood plans to have a Silver Jubilee and Seventh Biennial Convention Souvenir Journal which will be beautiful and distinctive. I want to request that you write the local auxiliaries and request and urge them to have photographs made of their local executive boards with their officers and as many members as care to be present, and send these photographs to you so that you may send them to me to be carried in the Journal.

I would like to have these photographs by the 1st of June.

May I also request that you get photographs from all of the International Officers of the Ladies Auxiliary so that we may carry them in our Souvenir Journal. If you have a photograph of the International Executive Board, kindly let me have it so that we may use that also.

Fraternally yours,

A. Philip Randolph
International President

APR:RB

Treasury Chambers
Great George Street, S.W.1

25th April, 1950

Dear Sir,

I write to acknowledge your letter of April 21st, which I will lay before the Chancellor of the Exchequer.

Yours faithfully,

Mr. A. Philip Randolph.

April 27, 1950

Mr. Walter S. Franklin, President
The Pennsylvania Railroad Company
Broad Street Station Building
1617 Pennsylvania Boulevard
Philadelphia 4, Pa.

Dear Mr. Franklin,

Just a word to advise that the Brotherhood of Sleeping Car Porters which represents Pullman porters, railway train porters, coach porters and attendants is planning to celebrate its 25th anniversary in New York City, September 10-15th and to this end, it hopes to develop a program which will be mutually helpful to the Pullman Company and the railway carriers as well as the porters of this country and Canada. Since the porter is the first to meet and the last to leave the passenger, he constitutes an important service force to improve the ability of the railway carriers to compete with the airplanes for patrons.

We wish to secure the cooperation of the various railway carriers of the nation as a part of our Silver Jubilee Celebration. In order that I may enlist your interest and cooperation, may I request a brief conference with you at your earliest convenience, if possible sometime next week.

As an indication of the work our Organization is doing in the field of developing higher service standards, permit me to enclose for your perusal one of our tear sheets from our official organ, The Black Worker.

Sincerely yours,

A. Philip Randolph
International President

APR:ha

419 East 6th Street
Tucson, Arizona
May 2, 1950.

Mr. A. Philip Randolph,
International President
Brotherhood of Sleeping Car Porters
217 West 125th Street
New York 27, New York

Dear Brother Randolph:

Enclosed you will find the list of the various A. F. of L. Unions, in the City of Tucson, in accordance with the instructions I received from Brother C. L. Dellums, International Vice-President, in his letter of April 27th.

Since all of the Business Representatives, of the various Unions are not listed in the Telephone Directory, I contacted Mr. John Durkin, Business Representative of the Labor Temple, but was not able to make an appointment with him until Friday Morning, May 5th. However, if you want to correspond with the Unions before I can get the names of the Representatives, you can address the letters in care of Mr. Durkins.

As you will note, all of the Unions except the Musicians Union, have their headquarters at the Labor Temple, 267 South Stone Avenue. The Musicians have their own Hall, at 620 South 6th Avenue.

Respectfully submitted,

E A Woods

E. A. Woods, Secretary-Treasurer
Tucson Division
Brotherhood of Sleeping Car Porters.

cc Brother C. L. Dellums,
International Vice-President.

Ou

Ft.Worth, Texas
May 3, 1950

Mr. A.Philip Randolph
Intl. Pres. B.S.C.P
217 West 125th.Street
New York City, N.Y.

Dear brother Randolph:

In reply to your request by brother Bradley of April 25th. you will find enclosed a list of A.F.OF L.Labor Unions, and where they are located in Ft.Worth, Texas. We do hope that this is the exact information that you are asking for, if not we are still at your service, ready and willingtto get whatever you desire.

The Local is still growing, and looking foward to sending delegates to the Convention in September of this year. The members are showing new life and intrest in the organization, and we feel assure that we will be able to make one hundred, financial report to the convention this year.

The brotherhood, also The Ladies Auxiliary joins me in sending best regards to you and your Staff.

Fraternally yours,

W. L. Thomas

W.L.Thomas, Pres.
Allen Green, Secy.-Treas.

ok

LISTED BELOW YOU WILL FIND THE DIFFERENT A.F. OF L. LABOR UNIONS, AND WHERE THEY ARE LOCATED IN FT. WORTH, TEXAS.

AMALGAMED BUS OPERATORS
1204½ MAIN STREET----------3-3124

BUILDING & CONSTRUCTION LABOR UNION
916 BURNETT STREET----------2-99886

CARPENTERS LOCAL UNION
206½ S. JENNINGS STREET----------2-8431

COOKS & WAITERS UNION
1400½ MAIN STREET----------3-5139

ELECTRICAL WORKERS UNION
211½ W. 13TH. STREET----------2-1093

FT.WORTH TRADES ASSEMBLY UNION
210½ W. 6TH. STREET----------2-1750

GLAZIERS LOCAL UNION
314 W. 10TH. STREET----------3-1945

~~[illegible]~~

INTERNATIONAL ASSN. OF MACHINISTS UNION
108 E. 9TH STREET----------2-2119

INTERNATIONAL HOD CARRIERS BLDG. & COMMON LABORERS UNION
916 BURNETT STREET----------3-5944

INTERNATIONAL UNION OF OPERATING ENGINEERS
211½ W. 13TH STREET----------3-5066

IRON WORKERS UNION
211½ W. 13TH. STREET----------2-6888

MEAT CUTTERS LOCAL UNION
1400½ MAIN STREET----------3-8839

PAINTERS LOCAL UNION
1204½ MAIN STREET----------2-9661

PLASTERS & CEMENT FINISHERS LOCAL UNION
1204½ MAIN STREET----------3-1949

PLUMBERS & STEAM FITTERS UNION
1408½ HOUSTON STREET----------3-7134

SHEET METAL WORKERS UNION
1204½ MAIN STREET----------2-4933

TRUCK DRIVERS LOCAL UNION
1204½ MAIN STREET----------2-4245

CONTINUED LIST OF UNIONS, AND ADDRESSES.

INTERNATIONAL BRO. OF ELECTRICAL WORKERS UNION
117 TERMINAL PRODUCE BLDG.----------2-3293

BOILERMAKERS LOCAL UNION
108 E. 9TH. STREET----------

MUSICIANS LOCAL UNION
306 W. 4TH. STREET----------2-4912

MOTION PICTURE OPERATORS

CENTRAL LABOR COUNCIL
MRS. STILL----------WELSTER* 1797

Convention

May 11, 1960

Mr. W. M. Gregory
Secretary-Treasurer
Salt Lake City Division-BSCP
164 Reed Avenue
Salt Lake City, Utah

Dear Brother Gregory:

This will acknowledge receipt of your letter of May 2nd with list of unions in Salt Lake City. Thank you very much.

Fraternally yours,

A. Philip Randolph
International President

APR:ha

May 2nd.1950.

Mr A.Phillips Randolph.
International President.
Brother hood SSCCPP.
217 West 125.New York 27.
N.Y..

Dear Bro; Randolph

I Am sending to you the Salt Lake locals
as Bro Dellums ask me to do.
The onesundercheck are the Salt Lake locals.
The others through out the state.
i Hope this meets your request.

Fratenally Yours

W.M.McGregory..

STANDING OF AFFILIATED ORGANIZATIONS OF THE
UTAH STATE FEDERATION OF LABOR
AS OF JANUARY 31, 1950

ORGANIZATION	SECRETARY	PER CAPITA TAX PAID TO	NO. MEMBS.
Asbestos Workers #69	Thomas W. Breach 635 Beach St., Airbase Village S. L. C.	March 31, '50	20
Bakery & Conf. Workers #377	Gene Howell 3472 Wash. Blvd., Ogden	Dec. 31, '49	104
Bakery & Conf. Workers #401	Ren Hansen Labor Temple, S.L.C.	Dec. 31, '49	125
Barbers, #53	Lyall E. Bishop 1124-21st St., Ogden	Dec. 31, '49	51
Barbers #377	W. H. Talbert Labor Temple, S.L.C.	Jan. 31, '50	100
Barbers #885	Miles E. Nelson 190 W. Center, Provo	Dec. 31, '49	27
Bartenders' #721	T. A. Gilligan 62½ W. 4th South, S.L.C.	Dec. 31, '49	105
Beet Sugar Refinery Emp. #23686	H. K. Bytheway, Treas. RFD #1, Midvale	Dec. 31, '49	189
Beet Sugar Refinery Emp. #23461	A. O. Whitney P.O. Box 11, Garland	Nov. 30, '49	226
Bldg. Service Emp. #268	O. D. Miller Hiawatha	May 31, '49	19
Bldg. Service Emp. #342	Norine Davis 685 So. 4th E., Price	Dec. 31, '49	21
Bldg. Service Emp. #350	Mable Politano Box 101, Helper	Dec. 31, '49	11
Bldg. Service Emp. #317	Leona Shomshor Labor Temple, S.L.C.	Sept. 30, '49	30
Bldg. Service Emp. #340	Pauline Rowley 118-8th West, Dragerton	May 31, '49	27
Boilermakers #182	J. Rhead Pendleton Labor Temple, S.L.C.	Dec. 31, '49	51

ORGANIZATION	SECRETARY	PER CAPITA TAX PAID TO	NO. MEMBS.
Bricklayers' Assoc. #1	Don R. Evans 1194 Lake St., S.L.C.	Jan. 31, '50	50
Bridge & Structural Ironworkers #27	Harold Thornock Labor Temple, S.L.C.	Dec. 31, '49	200
Bridge & Structural Ironworkers #562	Wayne W. Keate 308 Labor Temple, S.L.C.	Sept. 30 '49	50
Cache-Box Elder Emp. $1195	Mark H. Painter 60 No. 3rd West, Logan	June 30 '49	8
Cannery Workers #901	Raymond L. Hansen 215-24th St., Ogden	July 31 '49	55
Carbon County Central Labor Union	Robert Johnson 436 Montrose, Price	Aug 31, '49	
Carpenters #184	B. J. Wilson 1861 Michigan Ave., S.L.C.	Dec. 31, '49	642
Carpenters #450	D. B. House 259-24th St., Ogden	Dec. 31, '49	251
Carpenters #725	Carl Wall, Treas. 751 Park St., S.L.C.	Dec. 31, '49	48½
Carpenters #1498	Spencer Madsen 45 No. University Ave. Provo, Utah	Aug. 31, '49	289
Carpenters #1548	Sam Shields 391 No. Maine, Tooele	June 30, '50	13
Carpenters #1767	Robert M. Rolfson 72 No. 1st W., Logan	June 30, '49	101
Carpenters #2202	John M. Pace 138 So. 1st W., Price	Sept. 30, '49	70
Cement L&G Workers #101	Harvey J. Porter Devils Slide	Dec. 31, '49	60
Cement L&G Workers #139	Geo. A. Austin 732 W. 7th So., S.L.C.	Dec. 31, '49	63
Cement L&G Workers #160	Maurlin Mickelsen 167 No. 2nd W., Salina	Dec. 31, '49	126
Dining Car Waiters #465	Mrs. Luetta Wilson 142 -27th St., Ogden	Sept. 30, '48	50

ORGANIZATION	SECRETARY	PER CAPITA TAX PAID TO	NO. MEMBS.
Electrical Workers B-57	C. B. Lee 158 E. 2nd So.#311,S.L.C.	Jan. 31, '50	252
Electrical Workers #217	Geo. A. Hill 263-25th St., Ogden	Aug. 31, '49	60
Electrical Workers #354	Sanford A. Johnson 1164 So. Main, S.L.C.	Dec. 31, '49	105
Fire Fighters #593	Thomas Harward 145 W. 1st No., Provo	Dec. 31, '49	20
Fire Fighters #552	Joseph W. Stevens 2556 Grant Ave., Ogden	Aug. 31, '49	17
Grain Millers, Am. Fed. #19	L. E. King A-28 Marine Dr. Wash. Terr. Ogden	Dec. 31, '49	218
Glaziers, #911	Newell Linford 120 Gerard Ave., S.L.C.	Aug. 31, '50	47
Hotel & Rest. Emp.(membership transferred to #815) #418			
Hotel & Rest. Emp. #599	C. D. Johnston Labor Temple, Ogden	June 30, '49	60
Hotel & Rest. Emp. #815	Bulah Brown Labor Temple, S.L.C.	Oct. 31, '49	183
Laborers' #79	John R. Schone Labor Temple, S.L.C.	Dec. 31, '49	500
Laborers' #206	Victor H. Bohman 263-25th St., Ogden	Dec. 31, '49	300
Laborers' #365	Harold Kicks Rt. #1, Smithfield	Jan. 31, '50	48
Laborers' #653	Roy Larson 165 W. 1st No., Provo	Sept. 30, '49	200
Laborers #823	Carl Hazel 316 No. 4th W., Cedar City	Dec. 31, '49	40
Ladies Garment Workers #385	Mrs. Pearl Evans 1194 Lake St., S.L.C.	Nov. 30, '49	60

ORGANIZATION	SECRETARY	PER CAPITA TAX PAID TO	NO. MEMBS.
Ladies Garment Workers #430	Mrs. Pearl Evans 1194 Lake St., S.L.C.	Aug. 31, '49	20
Laundry Workers #58	Peter Masters 2011 Adams Ave., Ogden	Dec. 31, '48	35
Letter Carriers #68	W. R. McEntire 1420 Adams Ave., Ogden	March 31, '49	20
Mail Handlers #48	Geo. T. Harrison 258 Rosewood Ave., S.L.C.	Oct. 31, '49	30
Meatcutters #537	R. N. Burkhardt Labor Temple, S.L.C.	Dec. 31, '49	500
Meatcutters #637	Al Thon Labor Temple, Ogden	June 30, '49	170
Motor Coach Emp. #1126	W. F. Johnson, Chairman 2659 Fillmore, S.L.C.	Sept. 30, '49	50
Musicians #104	Ben Bullough 44½ So. Main, S.L.C.	Sept. 31, '49	50
~~Optical Workers #24838~~	~~T. H. Wilcken~~ 215 East 5th So., S.L.C.	Aug. 31, '48	15
Office Emp. #31	Helene Wigren Labor Temple, S.L.C.	Dec. 31, '49	20
Office Emp. #220	Henry D. Chard A-63 Victory Rd., Wash. Terr. Ogden	Dec. 31, '49	29
Ogden Trades & Labor Assembly	F. W. Hart 2252 Polk Ave., Ogden	year of 1949	
Operating Engineers #3	C. F. Mathews 474 Valencia St., San Francisco	Jan. 31, '50	100
Painters #77	D. M. Kiehl Labor Temple, S.L.C.	Jan. 31, '50	150
Painters #978	Charles G. Grant 327 W. 5th So., Provo	Jan. 31, '50	49
Painters #1457	W. E. Bean, Price	Sept. 30, '48	25
Plasterers #68	Bert Little Labor Temple, S.L.C.	Dec. 31, '49	75

ORGANIZATION	SECRETARY	PER CAPITA TAX PAID TO	NO. MEMBS.
Plasterers #252	James Faddis 529-29th St., Ogden	June 30, '49	30
Plasterers #505	Le Roy Bott 692 W. 2nd So., Provo	Dec. 31, '48	30
Plumbers #19	L. E. Scarlet Labor Temple, S.L.C.	Dec. 31, '49	210
Plumbers #415	Wm. F. Thompson Labor Temple, Ogden	March31, '50	60
Plumbers #642	Don McCurdy 210 W. 4th So., Provo	Dec. 31, '49	58
Post Office Clerks #6	C. M. Dansie Main P.O., S.L.C.	Jan. 31, '50	280
Poultry Workers #311	Harry Harter 336 So. 9th E., S.L.C.	Dec. 31, '49	100
Radio Artists, Am. Federation of	Joe Lee c/o KDYL, S.L.C.	Oct. 30, '49	24
Railway Carmen of America #459	Earl J. Brown 256 Vernal St., Helper	Feb. 29, '49	40
Railway & Steamship Clerks #641	James J. Hardy 2431 Adams Ave., Ogden	Dec. 31, '49	100
Roofers #91	J. F. Pridemore Labor Temple, S.L.C.	Dec. 31, '49	64
S. L. County Hospital Emp. #73	Ethlyn D. Beggs S.L. County Hosp., S.L.C.	Dec. 31, '49	27
Salt Lake Federation of Labor	Don R. Evans Labor Temple, S.L.C.	Aug. 31, '49	
Sheet Metal Workers #312	R. S. Roberts 2551 Highland Dr., S.L.C.	Dec. 31, '49	60
Sheep Shearers 301-B	Oscar Hansen 543 E. 4th So., Provo	Dec. 31, '49	30
Sign & Pictorial Painters #755	Kenneth Anderson 324 E. 17th So., S.L.C.	June 30, '48	44
Southern Utah State Emp. #1185	Elmo Orton 14 So. 300 E., Cedar City	Dec. 31, '49	12

ORGANIZATION	SECRETARY	PER CAPITA TAX PAID TO	NO. MEMBS.
State Capitol Emp. #1084	Ann Davis 259 W. 2nd No., S.L.C.	Sept. 30, '49	89
State, County & Municipal Emp. #810	Avice H. Thayne Box 85, American Fork	Jan. 31, '50	54
Street Car Men's #382	Louis J. Scarlet Labor Temple, S.L.C.	Dec. 31, '49	276
Street Car Men's $418	R. T. Harris 318-15th St., Ogden	Dec. 31, '49	51
Teamsters #976	Raymond L. Hansen 215-24th St., Ogden	July 31, '49	255
Teamsters #222	Fullmer H. Latter 59 So. State, S.L.C.	Dec. 31, '49	1000
Telegraphers #30	Helga Lowe 1 Adams Pl., S.L.C.	Oct. 31, '49	50
T.S.E. & M.P.M.O. F-15 (Film Exchange Workers)	Vaun Coleman, Treas. 204 W. 1st No. #209, S.L.C.	Jan. 31, '50	66
T.S.E. & M.P.M.O. #99	M. A. Francillon 306 Center St., S.L.C.	June 30, '50	18
T.S.E. & M.P.M.P. #250	R. B. Peck Labor Temple, S.L.C.	Feb. 28, '50	31
T.S.E. & M.P.M.O. #358	Earl O. Lamb 451-15th St., Ogden	Dec. 31, '49	23
T.S.E. & M.P.M.O. #508	Eugene Bell 463 W. 2nd So., Logan	Dec. 31, '49	13
T.S.E. & M.P.M.O. #648	Cloyde Booth 720 Shakespeare Ave., Provo	Dec. 31, '50	10
Tile & Marble Setters #5	Arthur Norris 1154 Laird Ave., S.L.C.	Dec. 31, '49	45
Typographical #115	James S. MacKay 204-205 Atlas Bldg., S.L.C.	Dec. 31, '49	120
Typographical #236	A. D. Malan 2110 Quincy Ave., Ogden	Oct. 31, '48	20
Typographical #750	R. H. Nielsen 875 Milton Ave., Provo	Dec. 31, '49	15
Utah County Central Labor Union	Leo Smith 165 W. 1st No., Provo	January '49	

6

ORGANIZATION	SECRETARY	PER CAPITA TAX PAID TO	NO. MEMBS.
~~Utah Engineers Assn.~~ #109	Carl S. Anderson 1169 Blaine Ave., S. L. C.	March 31, '49	9
Utah Metal Trades Council	R. B. Burroughs 1969 So. Main, S.L.C.	June 30, '50	
Utah State Hospital Emp. #50	J. P. Butlin 193 So. 4th W., Provo	Dec. 31, '49	152
Utah State Insti. Emp. #494	Ivy Clark P. O. Box 41, Ogden	Dec. 31, '49	24
Utah State Road Comm. Emp. #33	Thomas C. Christian 365 W. 4th No., S.L.C.	April 30, '49	102
Utah State Road Comm. Emp. #6, #397	Allen L.Curry Heber	Jan. 31, '49	55
Utah State Road Comm. Emp. #846	Robert Fullerton Soldier Summit, Utah	Oct. 31, '49	34
Utah Service Emp. #1129	Fred J. Cunningham 171 W. 1st No., Provo	Dec. 31, '49	9

May 11, 1950

Mr. E. A. Wood, Secretary-Treasurer
Tucson Division-BSCP
419 East 6th Street
Tucson, Arizona

Dear Brother Woods,

Just a word to thank you for your letter of May 8th with list of AFL unions in Tucson. Kindly remember me to the family.

Fraternally yours,

APR:ha

A. Philip Randolph
International President

Oh

MAILING LIST

A.F. of L. Unions

Tucson, Arizona

Labor Temple, 267 South Stone Avenue:

		Telephone
1	Bar Tenders Club	3-6881
2	Culinary Workers Union, #412	2-7459
3	Carpenters Union, #857	2-2762
4	Electricians Union, #570 William A. West, Business Manager	2-6061
5	Laborers Union, #479 John Durkin, Business Representative	2-7459
6	Painters Union, #569	2-0802
7	Plumbers Union, #741 Jack Underwood, Business Representative	2-6051
8	Sheet Metal Workers Union, #426 Harold Hoppe, Business Representative	2-4714
9	Truck Drivers Union, #310	4-1131
10	Tucson Building and Trades Council Fred J. Brown, Secretary	4-1151
11	Musicians Union, 620 South 6th Avenue Ernie Lewis, Business Representative	3-6141

Respectfully submitted,

E.A. Woods.

E. A. Woods, Secretary-Treasurer
Tucson Division
Brotherhood of Sleeping Car Porters.

Counter

419 East 6th Street
Tucson, Arizona
May 6, 1950.

Mr. A. Philip Randolph,
International President
Brotherhood of Sleeping Car Porters
217 West 125th Street
New York 27, New York

Dear Brother Randolph:

Enclosed you will find a more complete list of the A.F. of L. Unions in the City of Tucson. Mr. John J. Durkin, Secretary, Central Trades Council, furnished me with the list after I told him who it was for. I had a conference with him yesterday (Friday). According to him, they are going to have a series of meetings in order to get the working people to know who to vote for and then go to the polls and vote.

Among other things they want to wage a fight for, a broader Social Security Act, one that will cover domestic workers and farmers; better housing; repeal of the Right to Work Bill; to eliminate segregation in public schools. They want people of every group to attend these meetings except Communists or any person or persons engaged in any subversive activities. I am hoping that I will be in town in order to attend the meeting. They want the members of our Organization to join them.

My wife is still improving. Ernestine is doing fine. She is the mother of a fine baby boy. She is planning on going back to the University this summer. She married a very fine young man.

I hope this list is satisfactory.

Respectfully submitted,

E. A. Woods

E. A. Woods, Secretary-Treasurer
Tucson Division
Brotherhood of Sleeping Car Porters.

Enc. 1

Ok

E. Paulsen, So. Central Ute Tribe

10 So Main St.

Salt Lake City

MAILING LIST

A.F. of L. Unions
Tucson, Arizona.

1 Bakers Union, #274 - John C. BrownnSec., 226 W. Oklahoma St.
2 Barbers Union, #709 - Henry Robem, Sec., 3021 E. Lincoln St.
3 Bartenders Union, #476- John J. Durkin, Sec., 267 South Stone Ave.
4 Bricklayers Union,- Martin Kenny, Sec., 3030 Oracle Road.
5 Bus Drivers Union, - J. P. Titus, 4130 Samta Barbara Avenue.
6 Butchers Union, #109-Jack Buford Sec., 1700 E. 18th St.
7 Carpenters Union, #857 - E. H. Sisteron, Sec., 267 S. Stone Ave.
8 City Employes Union, - Lorraine Franklin, Sec., 842 Grove Court.
9 Culinary Workers Union #413-Eva Mae Mortimer, Sec., 267 S. Stone.
10 Electricians Union, #570-Wm A. West, Sec., P.O.Box, #504.
11 Greyhound Bus Drivers,- C. Hoppe, Sec., P.O.Box #23, Emery Park.
12- Fire Fighters Union, #479 - 142 S. 6th Ave.
13 Laborers Union, #479 - Fred Brown, Sec., 267 S. Stone.
14 Letter Carriers Union, - Oscar Gonzalez Sec., Old Pueblo Station.
15 Millmens Union, #736 - Lee Long, Sec., 432 W. Thurber Road.
16 Motion Picture Operators - Walter Burrows, Sec., 1532 E Mabel St.
17 Musicians Union,- Ernie Lewis, Sec., 620 S. 6th Avenue.
18 Painters Union, #596 - John Clifton, Sec., 176 Consolidated Dwellings.
19 Plasterers Union,- M. F. VanSeckle, Sec., 3931 E. Farr St.
20 Plumbers Union,- Jack Underwood, Sec., 267 S. Stone Ave.
21 Post Office Clerks,- Clyde Wilcox, Sec., Main Post Office.
22 Pressmens Union,- P.O.Box, #1545.
23 Railway Carmen,- V. Benitez, 523 N. Herbert Ave.
24 Retail Clerks, - Cleo Mossesso,Sec., P.O.Box, #626.
25 Sheet Metal Workers,- Gilbert Lopez, Sec., 735 N. Perry Ave.
26 State Employes, #912 - H. L. Sheffield, Sec., 105 Consolidated Dwellings.
27 Teamsters Union, #310 - W. B. Pruett, Sec., 267 S. Stone Ave.
28 Typographical Union, #467 - Earl Glidwell Sec., P.O.Box, #421.
29 Utility Electric, #1116 - J. A. Doran, Sec., 221 Hearst St.

Tucson Central Trades Council- John J. Durkin, Sec., 267 S. Stone Avenue.

Respectfully submitted,

E. A. Woods

E. A. Woods, Secretary-Treasurer
Tucson Division
Brotherhood of Sleeping Car Porters.

May 12, 1950

Mr. A. Philip Randolph
International President
Brotherhood of Sleeping Car Porters
217 West 125th Street
New York City 27, N.Y.

Dear Sir and Brother:

Enclosed you will find a list of all the unions affiliated with the American Federation of Labor of Dallas, Texas which brother Bradley asked me to secure for you and send to you at once.

Brother Randolph, there are no doubt one or two more unions in Dallas but I was unable to secure them, but I secured these from Dallas Central Labor Council, hoping that this is the information that you wanted.

Earsel joins me in sending regards to you and office force.

Fraternally yours,

Doak D. Dorsey
President, Dallas Division
Brotherhood of Sleeping Car Porters
608 So. Hill Street
Dallas, 10 Texas

AMERICAN FEDERATION OF LABOR UNIONS of DALLAS TEXAS

American Federation of Radio Artists	P.O. Box 654	Melvin Munn
American Guild of Variety Artists	1918 Live Oak	Vincent Lee
Asbestos Workers No. 21	1727 Young St	W.A. Jackson
Bakery Workers No. 111	1727 Young St	Bill Nitsche
Barbers Union No. 63	1710 Jackson	C.L.Parks
Bartenders Union No. 547	1727 Young St	Cecil Hamlin
Biscuit, Cracker & Candy No. 324	1727 Young St	Zella P. Wood
Boilermakers Union No. 86	232 W. 12th	R. Brunner
Bricklayers Union No. 5	1727 Young St	Wm. Kerr
Bus Operators No. 1142	1727 Young St	B.A.Wagne
Butchers Union No. 528	1727 Young St	Claud Summers
Carpenters Union No. 198	1727 Young St	Chas. Henderson
Cement Finishers No. 549	1727 Young St	H.F. Jones
Dallas General Drivers No. 745	2704½ So. Ervay	M. R. Dixon
Electricians No. 59	1727 Young St	F.W. Graham
Electrical Workers No. 1176-B	1727 Young St	A.W. Woods
Film Exchange Employees No. B-53	P.O. Box 475	Louise Wright
Freight Handlers No. 6048	P.O. Box 6312	Theodore Jones
United Garment Workers No. 240	1727 Young St	Irene Greathouse
Ladies' Garment Workers Union	1727 Young St	Erple Reams
Hod Carriers & Laborers No. 518	1727 Young St	L.S. Miller
Insurance Agents No. 23215	P.O. Box 4463	C.W.Cutler
Iron Molders No. 2	323 West Page	C. Higgins
Iron Workers No. 481	1727 Young St	L.E. Dilley
Moving Picture Operators No. 249	P.O. Box 1584	Harvey Hill
Musicians Union No. 147	1918 Live Oak	W.J. Harris
Office Employees Union No. 45	1727 Young St	Charlotte Morgan
Operating Engineers No. 714	1727 Young St	T.J. Drennan.
Painters Union No. 53	1727 Young St	Dave Marr
Plumbers & Steam Fitters No. 100	2706½ S. Ervay	R.C. Laham
Photo Engravers No. 38	1408 Park Ave	John Antone
Post Office Clerks No. 732	6115 Mercedes	L. D. McCallum
Printing Pressman No. 21	P.O. Box 2654	Jerome Baker
Radio Div. IBEW No. 1257	1027 Kings Hgway.	Cecil White
Roofers No.123	1727 Young St	R. W. Strickland
Sheet Metal Workers No. 25	1727 Young St	D.W. Reynolds
Stage Employees No. 127	P.O. Box 2117	Sam Maxley,Jr.
Sterotypers No. 87	7703 Jacobie Blvd.	Paul Isaacks
Street Car Men No. 1358	1727 Young St	E.R. Thompson
Telegraph Workers Union	2909 Maple	Simon Oster
Terminal Baggage No. 6083	1001 S. Carroll	Wm. Kyle
Theatrical Wardrobe Attendants No.803	3116 Alta View, Ft. Worth, Texas	Frances Sutton
Dallas Typographical Union No. 173	531 Fidelity Bldg.	Wm. Aiton
Upholsters Union No. 236	5719 Sadler Circle.	Lester Jones
American Federation of Grain Millers No. 89	2515 Seevers	Ben Johnson
Building Service Employees No. 292	2515 Brandon	John Arcore
Moving Picture Operators No. 249-A	2607 Tanner St	S.R. Tankersley
Cement, Lime and Gypsum Workers No. 124	4242 Tella St	H.K. Parker

OK

Washington State Federation of Labor

E. M. WESTON, *President* ★ MAIN 3978 ★ MAIN 9013

2800 FIRST AVENUE ... SEATTLE 1, WASHINGTON

WASHINGTON STATE FEDERATION OF LABOR · AFFILIATED WITH A·F·OF L· · ORGANIZED JAN. 1902

Correct

May 18, 1950

Mr. Lacey L. Lewis
1735 - 24th Avenue
Seattle, Washington

Dear Sir and Brother:

Enclosed is a copy of the roster of the Washington State Federation of Labor as requested in telephone message of yesterday.

I wish to extend to your organization a cordial invitation to become affiliated with the Washington State Federation of Labor and am enclosing an application blank for your convenience.

The per capita tax is six cents per member monthly. There are now over seven hundred affiliated organizations composing the Federation in the state and it is our aim to ultimately secure the affiliation of every A.F. of L. union in our jurisdiction, so that we may all be able to act together on our mutual problems.

With kind regards, I am

Fraternally and sincerely,

E. M. Weston

E. M. WESTON, President
WASHINGTON STATE FEDERATION
OF LABOR

EMW:mcv
oeiu8
Enclosures

DISTRICT VICE-PRESIDENTS

IDA M. PETERSON, 1st District . . . . . Box 126, Bellingham, Wash.
W. W. HOOPER, 2nd District . . . . . W. 104 Third Ave., Spokane 8, Wash.
EMMETT HIGGINS, 3rd District . . . Room 515 Masonic Temple, Yakima, Wash.
WILLIAM R. SMITH, 4th District . . . . . 205 E. 11th Street, Vancouver, Wash.
VERNIE REED, 5th District . . . . . 755 South Tacoma Ave., Tacoma 3, Wash.
GEORGE D. EARLY, 6th District . . . . . P.O. Box 1878, Seattle 11, Wash.
JAMES THOMPSON, 7th District . . . . . Labor Temple, Everett, Wash.
E. W. HOLBROOK, 8th District . . . . . Box 248, Bremerton, Wash.
ELMER J. BROWN, 9th District . . . . . Labor Temple, Wenatchee, Wash.
HARRY S. GRAVES, 10th District . . . . . Labor Temple, Walla Walla, Wash.

WESTERN UNION

JOSEPH L. EGAN
PRESIDENT

Class of service
This is a fastgram unless its class of service is defined by a symbol preceding the address.

STANDARD
DL=Day Letter
NL=Night Letter
LC=Deferred Cable
NLT=Cable Night Letter
Ship Radiogram

Time of receipt is STANDARD TIME at place of origin. Time of receipt is STANDARD TIME at place of destination

FB 3 GC9 EL PASO=

LARGE SUCCESS MY JOB DR

A PHILIP RANDOLPH • INTERNATIONAL PRESIDENT=

BROTHERHOOD SLEEPING CAR PORTERS = 1668 I

REGRET MUST INFORM BOING. UNFORTUNATELY HEAVY
SCHEDULE AND GREAT NUMBER SIMILAR REQUESTS RECEIVED
NOT POSSIBLE SECRETARY- GENERAL SEND MESSAGE
CONNECTION SILVER ANNIVERSARY CELEBRATION=
BROTHERHOOD SLEEPING CAR PORTERS

WESTERN UNION

CLYDE RICHARDS MESSAGE OF SECRETARY GENERAL.

YOU CAN

WESTERN UNION

W. P. MARSHALL, PRESIDENT

SYMBOLS
DL = Day Letter
NL = Night Letter
LC = Deferred Cable
NLT = Cable Night Letter
Ship Radiogram

1581 Inc

Q

Time in STANDARD TIME at point of origin. Time of receipt is STANDARD TIME at point of destination

Complete

SYC168

SY NC270 PD=WUX NEWYORK NY 9 1126A=

1956 JUN 9 PM 12 17

A PHILIP RANDOLPH=

STATLER HOTEL BFLO=

APPOINTMENT MONDAY JUNE 12= ACTING DIRECTOR PUBLIC RELATIONS FOR PENNSYLVANIA RAILROAD GEGENHEIMER OFFICE IN BROAD STREET STATION BUILDING AT 1617 PENNSYLVANIA BLVD= PHILADELPHIA PA= GELLER AND ARTZ WILL JOIN YOU THERE=

T E BROWN=

THE WESTERN UNION CORPORATE DISCLAIMS RESPONSIBILITY FROM ITS PATRONS CONCERNING ITS SERVICE

Omaha

June 13, 1950

Mr. Walter S. Franklin, President
Pennsylvania Railroad Company
Broad Street Station
1617 Pennsylvania Boulevard
Philadelphia 4, Pa.

Dear Mr. Franklin:

Just a word to express appreciation for the conference suggested with Mr. Gegenheimer for the discussion of the significance of the Silver Jubilee Celebration of the Brotherhood of Sleeping Car Porters to American railroads.

Mr. Geller, our Public Relations Counselor, and myself had a pleasant chat with Mr. Gegenheimer. May I say that I expressed the desire of the Organization to have the Pennsylvania Railroad System take a double page spread in the center of our Silver Jubilee Journal to present greetings to the Pullman porters on the occasion of the twenty-fifth anniversary of our Organization.

I suggested to Mr. Gegenheimer that we would be happy if the Pennsylvania Railway System, the largest carrier in the world, would lead the parade in making this tribute to the Pullman porters, in a double page advertisement, because of the contribution the Pullman porters have made to the structure of American railroad service. Perhaps more than any other class of railway employees, Pullman porters are an institution in the American railway system, and without a doubt, constitute a basic part of the traditions and culture of American railroads. Other classes of railway employees may be found in various industries, and hence their names do not necessarily suggest the rails, but the name Pullman porter is specifically and particularly identified with railroads and service in general.

On the Pennsylvania System, Pullman porters have given quality to the service for passengers on the Broadway Limited and the General, as well as other trains of the Pennsylvania Railroad.

We are justly proud of the role of the Pullman porters in helping to create and build a large reservoir of public good-will from which all railroads profit and benefit by the high quality of patience, cooperation, concern and interest porters show for the comfort, convenience and pleasure of passengers.

We are developing a selective plan of distribution of our Journal among the colleges and universities, Y.M.C.A.'s and Y.W.C.A.'s, public libraries, labor unions and church leaders, which, I assure you, will have solid business value to your transportation system.

Because of the aforementioned facts, the officials of the Brotherhood of Sleeping Car Porters have the feeling that the Pennsylvania Railroad Company would be inclined to extend greetings to the humble Pullman porters, one of the most noble of the classes of railroad employees in America and the world.

Very truly yours,

A. Philip Randolph
International President

APR:RB

THE FOLLOWING DOCUMENT IS A PHOTOCOPY.

THE ORIGINAL IS NOT IN THE A: PHILIP RANDOLPH COLLECTION AT

THE LIBRARY OF CONGRESS

Acheson

THE SECRETARY OF STATE
WASHINGTON

June 15, 1950

Dear Mr. Randolph:

Thank you for your gracious and understanding letter of June 13. I deeply appreciate your thoughtful consideration.

The personal comments in your letter are very gratifying to me and I shall do my best to continue to warrant your confidence.

Sincerely yours,

Dean Acheson

Mr. A. Philip Randolph,
International President, Brotherhood of
Sleeping Car Porters,
217 West 125th Street,
New York 27, New York.

A. PHILIP RANDOLPH
International President

MILTON P. WEBSTER
1st International Vice-President
3456-58 South State Street, 5th Floor
Chicago, Illinois

BENNIE SMITH
2nd International Vice-President
1308 Broadway, Room 305
Detroit, Michigan

BROTHERHOOD of SLEEPING CAR PORTERS

Train, Chair Car, Coach Porters and Attendants

AN INTERNATIONAL UNION

Affiliated With the A. F. of L.

217 WEST 125th STREET (Room 301)
NEW YORK 27, N. Y.
MO 2-5080-1
Nights, Sundays and Holidays—UNiverstiy 4-8262

440

ASHLEY L. TOTTEN
International Secretary-Treasurer

E. J. BRADLEY
3rd International Vice-President
11 North Jefferson Street
St. Louis, Missouri

C. L. DELLUMS
4th International Vice-President
1716 Seventh Street
Oakland, California

McLaurin

June 16, 1950

SUPPLEMENTAL STATEMENT ON CALL FOR SEVENTH BIENNIAL CONVENTION AND 25TH ANNIVERSARY OF THE BROTHERHOOD OF SLEEPING CAR PORTERS

To the Officers and Members of the Local Divisions

Dear Sir and Brother:

Concerning presentation of resolutions to the Convention, please note Resolution adopted at the Detroit Convention:

> "That the following be added as Article XXXI:
> "The President shall, one week before the date set for the Convention, appoint a Committee on Resolutions and Constitution consisting of not less than five (5) members, and all Resolutions shall be forwarded to the International Secretary-Treasurer on or before the seventh day immediately preceding the convening of such Convention for transmission to such Committee. Resolutions can otherwise be introduced only by unanimous consent of the Convention."

The purpose of this resolution is to facilitate the work of the Convention and avoid the prolonged delays consequent upon late presentation of resolutions to the Resolutions Committee. Therefore, all delegates are hereby requested to observe the foregoing Resolution.

The reference to Resolutions in the Call to the forthcoming Convention of the Brotherhood is to be considered in error and the above cited Resolution a correction.

Hence, all resolutions and proposed amendments to the Constitution and General Laws must be in the office of the International Secretary-Treasurer, Ashley L. Totten on or before September 4, 1950.

Fraternally yours,

A. Philip Randolph

A. Philip Randolph
International President

APR:ha

CALL

to the

SEVENTH BIENNIAL CONVENTION

and

TWENTY-FIFTH ANNIVERSARY AND SILVER JUBILEE

of the

BROTHERHOOD OF SLEEPING CAR PORTERS

Affiliated with the American Federation of Labor

September 10-15, 1950

New York, New York

June 5, 1950

To the Officers and Members of the Brotherhood of Sleeping Car Porters

GREETINGS:

You are hereby notified that, in accordance with the Constitution and General Laws of the Brotherhood of Sleeping Car Porters, the Seventh Biennial Convention of the Brotherhood of Sleeping Car Porters will be held in the Skyroom of the Theresa Hotel, New York City, New York, beginning 9:30 a.m., Monday, September 11, 1950, and will continue in session from day to day until the business of the Convention shall have been completed.

- - - -

This Call to the Seventh Biennial Convention and Twenty-Fifth Anniversary and Silver Jubilee is proclaimed at an hour when the world is locked in a cold, ideological war, which may, by the slightest incident be transformed into a hot atomic war of incalculable devastation and ruin.

If the moral order collapsed and atomic warfare should come upon the world, another Dark Ages may not be far behind.

Verily, the aftermath of World War II constitutes a continuing, sharpening and deepening crisis of fearful proportions and ominous and forbidding tensions.

With Civil Wars and Revolutions sweeping the world; with Western Democracy and Russian totalitarianism embattled at Armageddon; with the world of color, awakened and aroused, and in flames in rebellion against the oppression and hate of white supremacy, one is persuaded to ask of modern man, whither doth thou trend?

Labor, black and white, Jew and Gentile, Catholic and Protestant, have a vital stake in these great, stupendous and violent world changes, the catastropic or beneficent effects of which none can escape.

Labor has a stake in the resettlement of Europe, through the Marshall Plan, which releases forces for the reconstruction and restabilization of the economic, political and social institutions that provide the basis for the growth and development of democracy and freedom and economic security.

Labor has a stake in the continued existence, growth, work and strength of the United Nations which may become the foundation of a World Government of cooperation and peace.

Labor has a stake in the Atlantic Pact to guard and protect the democratic countries from totalitarian aggression by the Kremlin.

But, though the Marshall Plan and Atlantic Pact may provide economic sustenance, and also give assurances of protection to weak governments of Europe against the sinister and violent machinations of international Communism, and Fascism, Europe and the world need more than that. They need A MORAL REARMAMENT PLAN to supplement and complement the Marshall Plan, to give hope for, and faith in, human brotherhood, regardless of creed, color or country.

With a guarantee of free, moral and spiritual expression to the peoples of Europe and the world, free from coercion or intimidation into acceptance of political dogmas and ideologies either from the right or left, a new Europe, a new Asia, a new Africa and a new Americas, will march forward with dignity, security and hope.

The threat of another war between the East and the West, in which the atomic bomb and modern scientific, destructive warfare may be used, and with the growth of the theories of Nazi racialism in Europe and America, and the growing forces of reaction everywhere, such as the McCarran Immigration Bill Mundt-Nixon Bill and the Taft-Hartley Act, the workers of America face the necessity of undergirding themselves with the unity of the labor movement in which there will be no A. F. of L. and C. I. O.,

but only one comprehensive labor federated body represented by the American Federation of Labor, regenerated and reoriented to militant, progressive, political and industrial action for Democracy and peace.

Labor in the United States must free itself of the corrosive influences of Communism and Communists, the one single force which has rent labor in twain and which has divided also the liberal movement, as well as the liberation movements of minorities.

Labor must also rid itself of the poisons of racism and Klu Klux Klanism which divide its ranks and defeat its main objectives of unity and solidarity, the weapon with which labor must beat down its opposition and clear the way for the extension of labor's program in all areas of modern life. No single force has done labor so great harm as the vile prejudice and hatred, because of race, creed, color, country and ancestry.

The Brotherhood of Sleeping Car Porters, an affiliate of the A. F. of L. in this quarter of century of its history and struggle, and in this eventful mid-century, redidicates its mind and resources and life to the creation of a world where the forces of progress and salvation lie at the disposal of the common man in general and the workers in particular, everywhere.

The Brotherhood calls upon the United States not only to provide a Marshall Plan for Europe and Asia, but also a Marshall Plan for Africa, a continent whose land and people have been a black pillar of flesh upon which world imperalism has stood, in callous, insolent and haughty disregard of the hopes and aspirations of the teeming millions of this area.

SCHEDULED ACTIVITIES

The delegates of the respective divisions of the Brotherhood of Sleeping Car Porters of the United States and the Dominion of Canada will assemble in L A, Cal New York, New York, Sunday, September 10th Oct 4 and remain in session until the conclusion of the business of the Convention.

DELEGATES REGISTER

The official headquarters of the Seventh Biennial 1st biennial Convention of the Brotherhood will be in the ~~Theresa~~ Elks Auditorium Hotel, 125th Street and Seventh Avenue, New York, New York. All delegates are required to register at the offical headquarters upon arrival to receive convention badges, programs and general instructions.

HOUSING

All delegates and officials should write the Chairmen of the Convention, C L Dellums Vice Co LA Cal Brother ~~B. F. McLaurin~~, International Field Organizer, at the Brotherhood 4006 ½ Central Ave, LA Calif headquarters, ~~217 West 125 Street~~, New York, New York, ~~MOnument 2-5080~~ Phone, advising him when they will arrive and whether they wish hotel accommodations. It is planned that ample hotel facilities will be available for the delegates and their families and friends. Delegates desiring to stop in private homes may indicate same, since a number of homes will be provided to accommodate them.

CONVENTION SESSIONS

The sessions of the Convention of the Brotherhood will open Monday, Oct 5 - 9:30 AM - Auditorium Elks Rest ~~September 11th at 9:30 a.m. in the Skyline Room of the Theresa Hotel~~. All sessions of the Convention will be held here. If there is any change in the place of the Convention sessions, the officials, delegates and members of the Local Divisions will be notified of same.

PUBLIC LABOR EDUCATION MEETING

Geo Meany

~~William Green~~, President of the American Federation of Labor, has been invited to be the principal speaker at the Public Labor Education meeting, which will be held, Sunday afternoon, ~~2:00~~ 2:30 p.m., September ~~10th~~ Oct 4, in the Golden Gate 2nd Baptist Church ~~Ballroom, 142 Street and Lenox~~ Avenue, New York, New York. Other speakers will be: A. Philip Randolph, International President; ~~M. P. Webster, First International Vice-President; C. L. Dellums, Fourth International Vice-President;~~ and Mrs. Halena Wilson, International President, Ladies Auxiliary.

This Convention of the Brotherhood marks the ~~26th~~ 28 year of the life and service of this great labor organization for the porters, attendants, bus boys and maids, train porters ~~and~~ chair car attendants, coach porters in particular and the Negro workers in general.

In the deliberations of the Convention, grave and important problems of national and international significance will be discussed, and legislation will be adopted relating to questions ~~of~~ such as: Peace of the world - U.N. Military Asia, Eur. ~~the Marshall Plan~~, the Atlantic Pact, Unemployment, Legislation for FEPC, Abolition of Jim-Crow in the Armed Services Unity of the Labor Movement, the Communist Menace to Labor, Minorities and World Peace, and the general position of the Negro and peoples of color in the ~~World Crisis~~.

Unemployment FEPC ~~Abolition of Jim-Crow Legislation~~ Infiltration of Communists McCarthyism Russia, Since the Seven Stolen Trends Toward deflation Coming recession

REPRESENTATION

Representation at the Convention will be in accordance with Article 3 of the Constitution and General Rules of the Brotherhood of Sleeping Car Porters, which reads as follows:

"The International Organization shall consist of the International

President, International Secretary-Treasurer, four (4) International Vice-Presidents and the International Executive Board and delegates in proportional representation from each local division upon the basis of one delegate for the first one hundred (100) financial members or fraction thereof and one delegate for each additional one hundred (100) financial members or fraction thereof, numbering over twenty-five (25). Proportional representation from each local division shall be upon the basis of one vote for each twenty-five (25) financial members, with a minimum of one vote for each such local division."

CREDENTIALS

Credentials in duplicate will be forwarded to all local divisions of the Brotherhood. The original credential should be given to the delegate-elect, and the duplicate forwarded to International Secretary-Treasurer, Ashley L. Totten, at the International headquarters, 217 West 125 Street, New York, New York.

Since the Credential Committee will be the first committee appointed by the Convention of the Brotherhood, and in order that it may report as early as possible in the interest of proceeding with the work of the Convention, secretary-treasurers of the divisions are requested to mail the duplicate credentials of their respective delegates immediately after elections.

RESOLUTIONS

Time Limit

Divisions and delegates are urged to send in their resolutions to the International Secretary-Treasurer or present them to him at the headquarters of the Convention, not later than ~~10:00 a.m., September 11th~~ midnight Sept. 4th. Resolutions or proposals received after the expiration of the time limit shall be referred to the International Executive Board, and the Executive Board shall refer said resolutions and proposals to the Convention with the understanding that the consideration of aforementioned resolutions or proposals shall depend upon the unanimous consent of the Convention. Three copies of each resolution or proposal

should be furnished the International Secretary-Treasurer.

If there is any further information regarding the Convention or arrangements for the convenience of the delegates, it will be communicated in a later circular or through THE BLACK WORKER.

Fraternally yours,

A. Philip Randolph
International President

Ashley L. Totten
International Secretary-Treasurer

International Executive Board

M. P. Webster, First International Vice-President and Chairman
B. Smith, Second International Vice-President
McNeil ~~E. J. Bradley,~~ Third International Vice-President
C. L. Dellums, Fourth International Vice-President
T. T. Patterson, Secretary
~~J. Benoit~~ Jas Morton
A. R. Dailey
Henry Yates
~~J. Bell, Sr.~~ James White
John C. Mills
G. C. Garren
A L Totten
A P Randolph

Corrected

June 21, 1960

Hon. O. A. Douglas
Justice of the United States Supreme Court
Washington, D. C.

My dear Justice Douglas:

Permit me to advise that the Brotherhood of Sleeping Car Porters, an organization composed of Pullman porters in the employ of the Pullman Company, sleeping car porters in the employ of the Canadian Pacific Railroad Company and chair car attendants and train porters on some thirty or more railroads throughout the country, will hold its Seventh Biennial Convention and Twenty-Fifth Anniversary Celebration in New York City, September 10-16.

This Convention will not only mark an epoch making milestone in the life of our Organization, but it is highly significant as an inspiration to the millions of Negro workers in various industries throughout the country. Because this Convention is so momentous and important to the life of our membership in particular and Negro workers in America in general, I want to request and urge that you address our Convention on this occasion, specifically Sunday afternoon, September 10th, at the Golden Gate Ballroom, 142nd Street and Lenox Avenue in New York City.

On the occasion of our Convention, we always have President William Green of the American Federation of Labor as one of the speakers, and he will be one of the speakers on this occasion.

I can assure you that if you may find it convenient to serve us at this Public Labor Education Meeting, it will have nationwide value not only for the members of our union, but also the Negro workers and all labor and American democracy. We are calling upon you because of the great stature you have as a champion of human rights in the United States and the world. The voice of no one in public life commands greater respect, attention and affection than

Mrs. O. A. Douglas -2- June 25, 1960

years, because of your devotion to and advocacy of ideals and principles of freedom, brotherhood and dignity for all people, regardless of race, color, creed, national origin or ancestry.

May I request a reply at your earliest convenience in view of the fact that we are in the process of developing our program for the Convention.

Very truly yours,

A. Philip Randolph
International President

APR:MB

Convention

June 25, 1960

Mr. William Green, President
American Federation of Labor
A. F. of L. Building
Washington, D. C.

Dear Sir and Brother:

The Seventh Biennial Convention of the Brotherhood of Sleeping Car Porters which will be held September 10-15 in New York City will mark our Twenty-fifth Anniversary and Silver Jubilee Celebration during which porters in the Pullman service and on the railroads as twin partners, their car attendants, bus boys and maids have built up the Brotherhood of Sleeping Car Porters into an effective trade union for their protection and advancement. It is our purpose to hold our Silver Jubilee Celebration in New York City where the Organization was born.

May I say that it is the unanimous desire of the membership and officials of the Brotherhood to have you in conformity with the history of our movement to address our Convention, Sunday afternoon, 3:00 P. M. at the Golden Gate Ballroom, 141st Street and Lenox Avenue in New York City.

I know that your message to the Convention will be one of great inspiration and hope as it always has been in the past. May I, therefore, look forward to a reply at your earliest convenience, informing me that you will be with us on the aforementioned occasion so that we may go forward with the preparation of our Convention program? In fact, in our "Call to the Convention", we have already indicated that the Brotherhood expects that you will address our Convention.

May I hope that you are enjoying the best of health.

Fraternally yours,

A. Philip Randolph
International President

APR:RB

AMERICAN FEDERATION OF LABOR

LONG DISTANCE TELEPHONE NATIONAL 3870-1-2-3-4
CABLE ADDRESS AFEL.

Executive Council
President, WILLIAM GREEN
Secretary-Treasurer, GEORGE MEANY
A. F. of L. Building, Washington, D. C.

First Vice President, WILLIAM L. HUTCHESON, Carpenters' Bldg., Indianapolis, Ind.
Second Vice President, MATTHEW WOLL, 670 Lexington Ave., New York, N. Y.
Third Vice President, JOSEPH N. WEBER, 621 Alta Drive, Beverly Hills, Los Angeles, Calif.
Fourth Vice President, GEO. M. HARRISON, Railway Clerks' Bldg., Cincinnati, O.
Fifth Vice President, DANIEL J. TOBIN, 222 East Michigan St., Indianapolis, Ind.
Sixth Vice President, HARRY C. BATES, 815 Fifteenth St., N. W., Washington, D. C.
Seventh Vice President, W. C. BRITHINGHAM, Delaware at Twelfth Street, Indianapolis, Ind.
Eighth Vice President, W. C. DOHERTY, 1525 H St., N. W., Washington, D. C.
Ninth Vice President, DAVID DUBINSKY, 1710 Broadway, New York, N. Y.
Tenth Vice President, CHARLES J. MACGOWAN, 504 Brotherhood Bldg., Kansas City, Kans.
Eleventh Vice President, HERMAN WINTER, 2719 N. Wilton Ave., Chicago Ill.
Twelfth Vice President, D. W. TRACY 1200 Fifteenth St., N. W., Washington, D. C.
Thirteenth Vice President, WILLIAM L. MCFEETERS 130 N. Wells Street, Chicago, Ill.

Washington 1, D. C.

June 28, 1950

Mr. A. Philip Randolph, International President
Brotherhood of Sleeping Car Porters
217 West 125th Street
Room 301
New York 27, N. Y.

Dear Sir and Brother:

I thank you for the invitation you extend me to attend and address the Seventh Biennial Convention of the Brotherhood of Sleeping Car Porters, on Sunday afternoon, September 10th, in New York City. I note that this will be the Silver Jubilee Celebration of your Brotherhood.

I regret I am unable to make a definite promise to accept your invitation and attend a session of the Convention of the Brotherhood of Sleeping Car Porters. However, I can assure you that it is my strong inclination and desire to do so. I will make special efforts to attend and will advise you more definitely, as soon as possible.

Fraternally yours,

Wm Green

President
American Federation of Labor

jf

Committee

July 6, 1959

Mr. William J. Kennedy, Chairman
Political Education Board
[illegible] Street
Chicago, Illinois

Dear Mr. Kennedy:

This is to notify that the Seventh Biennial Convention of [illegible] of Planning and Policy and Other Matters Concerning [illegible] This Union Legislative Leader. In keeping with our [illegible] philosophy and programs of political participation and [illegible] resolutions to the delegates and officials of the [illegible] Convention resolution, I wish hereunto to request and [illegible] our Committee Hearing, Legislative Line on July 20, 21, 22 [illegible] Political Referendum, Employment Insurance Legislation and the [illegible] Workers".

Since we are in the process of getting our program [illegible], may I hear from you concerning this matter at your earliest convenience?

Sincerely yours,

A. Philip Randolph
International President

APR:HB

Convention

July 6, 1960

Mr. William Green, President
American Federation of Labor
AFL of Lo Building
Washington 1, D. C.

Dear Sir and Brother:

Permit me to thank you for your letter of June 29th informing me that you will give consideration to our request to address the Seventh Biennial Convention of the Brotherhood of Sleeping Car Porters, Sunday afternoon, September 18, 1960. I appreciate this very much and hope that you will be with us.

Fraternally yours,

A. Philip Randolph
International President

APR:MB

July 5, 1960

Hon. Martin J. Nolan, Secretary
Department of Labor
Washington, D. C.

My dear Secretary Nolan:

Permit me to advise that September 10-18, in New York City, the Brotherhood of Sleeping Car Porters will hold the Seventh Biennial Convention and Twenty-fifth Anniversary and Silver Jubilee Celebration. We hope to make our Convention an outstanding event not only in the life of our membership, but also in the labor movement as well. To this end, we are developing a significant program.

An event of this type would not be complete without the views of the Secretary of Labor of our country, and hence, I wish to request and urge you to address our Convention in New York City on Tuesday, September 13th at 2:00 P. M. in the ballroom of the Hotel Theresa, 125th Street and Seventh Avenue.

May I express the wish that you will find it convenient to serve us on this occasion, because I am sure our delegates, officials and their families will be greatly uplifted with the address you make. Since, we are in the process of making up our Program, I would be pleased to hear from you concerning this matter at your earliest convenience.

Fraternally yours,

A. Philip Randolph
International President

APR:RB

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Supreme Court of the United States
Washington 13, D. C.

CHAMBERS OF
JUSTICE WILLIAM O. DOUGLAS

July 10, 1950.

A. Philip Randolph, International
President,
Brotherhood of Sleeping Car Porters,
217 West 125th Street,
New York 27, New York.

Dear Mr. Randolph:

I have your letter of June 23rd and thank you for inviting me to address the Seventh Biennial Convention of the Brotherhood of Sleeping Car Porters in New York City on Sunday, September 10th. I wish I might accommodate you. But I will not be in the country on that date. I expect to be in the Middle East during the months of August and September.

Nevertheless, I appreciate your kindness in inviting me.

Yours faithfully,

Wm O Douglas

UNITED STATES OF AMERICA
RAILROAD RETIREMENT BOARD
844 RUSH STREET
CHICAGO 11, ILLINOIS

WILLIAM J. KENNEDY
CHAIRMAN

July 12, 1950

Mr. A. Philip Randolph
International President
Brotherhood of Sleeping Car Porters
217 West 125th Street
New York 27, New York

Dear Mr. Randolph:

This will acknowledge and thank you for your letter of July 5, 1950, inviting me to address the Seventh Biennial Convention of the Brotherhood of Sleeping Car Porters in New York City on Tuesday, September 12th, at 11:00 A.M., on the subject "Railroad Retirement, Unemployment Insurance Legislation and the Railroad Worker". I accept your invitation and shall be glad to address the Convention on the date and subject you suggested.

Sincerely yours,

W. J. Kennedy

William J. Kennedy
Chairman

Convention

July 12, 1960

Mr. E. J. Bradley
Third International Vice-President
Brotherhood of Sleeping Car Porters
11 North Jefferson Street
St. Louis, Missouri

Dear Brad:

Woodrow and Mac kindly write up the material on the history of the St. Louis Division which we plan to carry in the Convention Journal of the Brotherhood, since we want to get all of the material in immediately, because it will take a lot of time for the printing.

Kindly urge your various local divisions to send in brief sketches of their divisions of about two or three paragraphs.

Fraternally yours,

A. Philip Randolph
International President

APR:RB

Convention

July 15, 1950

Mr. M. F. Webster
First International Vice-President
Brotherhood of Sleeping Car Porters
9027 Drexel Boulevard
Chicago, Illinois

Dear Webs:

Won't you kindly prepare material on the history of the Chicago Division, which we plan to carry in the Convention Journal, and let us have it immediately, since we are in the process of getting all of the material together to put it to press and it is going to take quite a little time for the printing.

Kindly urge your various local divisions to send in brief sketches of their divisions of about two or three paragraphs.

Fraternally yours,

A. Philip Randolph
International President

APR:RB

Convention

July 14, 1950

Mr. William J. Kennedy, Chairman
Railroad Retirement Board
844 Rush Street
Chicago 11, Illinois

Dear Mr. Kennedy:

This will acknowledge receipt of your letter of July 12th accepting invitation to address the 7th Biennial Convention Convention of the Brotherhood of Sleeping Car Porters, Tuesday, September 12th at 11:00 a.m. May I assure you, we appreciate this immensely because the delegates always enjoy your speeches.

Sincerely yours,

A. Philip Randolph
International President

APR:ha

Convention

July 14, 1950

Mr. Custer Hutzman, President
New York Central Railroad Company
230 Park Avenue
New York, N. Y.

Dear Mr. Hutzman:

Just a word to advise that the Brotherhood of Sleeping Car Porters which represents railway train porters, coach porters, Pullman porters and attendants is planning to celebrate its 25th anniversary in New York City, September 10-15th and to this end, it hopes to develop a program which will be mutually helpful to the Pullman Company and the railway carriers as well as the porters of this country and Canada. Since the porter, who runs over your road on the 20th Century and other trains, is the first to meet and the last to leave the passenger, he constitutes an important service force to improve the ability of the railway carriers to compete with the airplanes for patrons.

We wish to secure the cooperation of the various railway carriers of the nation as a part of our Silver Jubilee Celebration. In order that I may enlist your interest and cooperation, may I request a brief conference with you at your earliest convenience, if possible sometime next week.

As an indication of the work our Organization is doing in the field of developing higher service standards, permit me to enclose for your perusal one of our tear sheets from our official organ, The Black Worker.

Sincerely yours,

A. Philip Randolph
International President

APR:hm

NEW YORK CENTRAL SYSTEM

L. W. HORNING
VICE PRESIDENT
PERSONNEL AND PUBLIC RELATIONS

466 LEXINGTON AVENUE
NEW YORK 17, N. Y.

at Washington
July 19, 1950

Mr. A. Philip Randolph, International President
Brotherhood of Sleeping Car Porters
217 West 125th Street
New York 27, N. Y.

Dear Mr. Randolph -

This will acknowledge receipt of your letter of July 14 addressed to our President, Mr. Metzman, about the proposal of the Brotherhood of Sleeping Car Porters to celebrate its 25th anniversary in New York City September 10-15th.

We think well indeed of the porters who work on our trains and I will be glad to know what you have in mind in the way of cooperation from the railroad in your proposed celebration. I am presently tied up in Washington and will be for some time and if you are down this way in the next two or three weeks, you can find me at the Statler Hotel. In the meantime if I get back to New York, I will ring up your office. If, however, this is something you can discuss with one of my assistants, I suggest you ring up my office (Murray Hill 9-8000, Ext. 2594) and tell my Assistant, Mr. J. E. Newman, Room 1618, 466 Lexington Avenue, what you have in mind or if our Manager of Personnel, Mr. Abriel, is in speak with him about it.

Your secretary probably forgot to enclose the tear sheet from your official organ, The Black Worker, referred to in the last paragraph of your letter to Mr. Metzman.

Very truly yours,

L W Horning

U. S. DEPARTMENT OF LABOR
OFFICE OF THE SECRETARY
WASHINGTON

July 21, 1950

Mr. A. Philip Randolph
International President
Brotherhood of Sleeping Car Porters
217 West 125th Street (Room 301)
New York 27, New York

Dear Mr. Randolph:

It will be a pleasure to address the Seventh Biennial Convention and Twenty-Fifth Anniversary and Silver Jubilee Celebration of the Brotherhood of Sleeping Car Porters, in New York City, on Monday, September 11, at 3:00 PM. I hope this date and time will be acceptable with you.

I am looking forward to joining with you on this occasion.

With deep appreciation for your kind invitation, I am

Yours very truly,

Maurice J. Tobin

Secretary of Labor

July 22, 1949

Mr. John D. Connors
Workers Education Bureau
1440 Broadway
New York, New York

Dear Sir and Brother:

Permit me to advise that the Brotherhood of Sleeping Car Porters is holding its Seventh Biennial Convention and Twenty-fifth Anniversary Celebration and Silver Jubilee in New York City, September [illegible], [illegible] We are attempting to make this Convention outstanding and epochmaking in every respect.

Since workers must win their rights in the future on a basis of workers' education, I wish to request you to address our Convention, on Monday afternoon, September 12th at 2:00, in the Ballroom of the Hotel Theresa, 125th Street and Seventh Avenue, New York City.

Since we are in the process of getting our program together for the printer, may I hear from you at your earliest convenience on this matter?

Fraternally yours,

A. Philip Randolph
International President

APR:EB

Convention

July 21, 1949

Mr. Thomas A. Harvey
[illegible] West 14 Street
Room [illegible]
New York, New York

Dear Brother Harvey:

Permit me to advise that the Brotherhood of Sleeping Car Porters will hold its Seventh Biennial Convention and Twenty-fifth Anniversary Celebration and Silver Jubilee, September 10-18 in New York City.

Because of your splendid leadership of organized labor in our great metropolis, New York City, and the membership of our Organization in the Central Trades and Labor Council, may I request you to present greetings to the Convention, Sunday afternoon, September 10th at 2:30 P. M. at the Golden Gate Ballroom, 142nd Street and Lenox Avenue, New York City?

We expect that President William Green will address the Convention at that time, as is his custom.

Since we are in the process of getting our program ready for the printer, May I know whether it will be convenient for you to serve us on this occasion.

Fraternally yours,

A. Philip Randolph
International President

APR, MB

Convention

BROTHERHOOD OF SLEEPING CAR PORTERS
An International A.F.L. Union
217 West 125th Street
New York 27, N. Y.

July 21, 1950

TO THE PRESIDENTS, SECRETARY-TREASURERS, CHAIRMEN OF COMMITTEES AND MEMBERS OF LOCAL DIVISIONS

Dear Friend and Brother:

You are herewith requested to send in all written matter on history of Division or activities and photographs you wish to be carried for your local Division in the Brotherhood Convention Souvenir Journal to the International's office in New York City not later than August 1, 1950.

Your Division should send in a photograph of its Executive Board and a few paragraphs on its history for the Journal.

We will not be able to include any written matter or photographs in the Journal which arrive later than the aforementioned date.

Fraternally yours,

A. Philip Randolph
International President

APR:bw

July 22, 1960

Mr. Norman Thomas
Peace War World Council
112 East 19th Street
New York, New York

Dear Norman:

This is to advise that the Brotherhood of Sleeping Car Porters will hold its Seventh Biennial Convention and Twenty-fifth Anniversary Celebration and Silver Jubilee in the Skyline Ballroom of the Hotel Theresa, 125th Street and Seventh Avenue, New York City, from September 12-18.

Because of your long association with and contribution to the Brotherhood of Sleeping Car Porters, and your broad vision on labor and mankind, may I request you to address our Convention Monday afternoon, September 14th at 4:30? I assure you that the delegates and officers will be greatly appreciative of your talk.

Since we are in the process of getting our program ready for the printer, may I know whether it will be convenient for you to serve us at that time?

Thanking you for your interest and fine spirit of cooperation, I am

Fraternally yours,

A. Philip Randolph
International President

APR:EB

July 21, 1950

Mr. Joseph B. Keenan, Director
Labor's League for Political Education
1525 K Street, N. W.
Washington 5, D. C.

Dear Sir and Brother:

Permit me to advise that the Brotherhood of Sleeping Car Porters will hold its Seventh Biennial Convention and Twenty-Fifth Anniversary and Silver Jubilee Celebration in New York City, September 10-15. We expect that this Convention will be outstanding and epoch-making in every respect.

I want to request and urge you to address the Convention, on Monday afternoon, September 11th at 4:00 P. M. on the subject, "Labor and Political Action today".

Since we are in the process of getting our program together, may I know whether it will be convenient for you to serve us? May I say that the delegates and officials enjoyed your talk to the Convention in Chicago.

Fraternally yours,

A. Philip Randolph
International President

APR:KB

July 21, 1960

Mr. Frank R. Crosswaith, Chairman
Negro Labor Committee
215 West 125th Street
New York, New York

Dear Comrade:

Just a word to advise that the Brotherhood of Sleeping Car Porters is holding its Seventh Biennial Convention and Twenty-Fifth Anniversary Celebration and Silver Jubilee in New York City, September 10-18. We are attempting to make the Convention outstanding and epoch-making in every respect.

Because of the great contribution you have made to the Brotherhood and Negro labor, may I request you to address the Convention on Monday afternoon, September 11th at 3:45, at the Theresa Hotel, Skyline Ballroom?

Since we are in the process of getting our program together for the printers, may I hear from you at your earliest convenience?

Fraternally yours,

A. Philip Randolph
International President

APR:EB

July 21, 1960

Mr. Joseph L. Rauh, Jr.
1001 K Street, N. W.
Washington, D. C.

Dear Mr. Rauh:

This is to advise that the Brotherhood of Sleeping Car Porters is holding its Seventh Biennial Convention and Twenty-Fifth Anniversary Celebration and Silver Jubilee in New York City, September 10-15 in the Skyline Ballroom of the Hotel Theresa, 125th Street and Seventh Avenue.

Because you have handled some of our most significant legal cases, and also because of your personal interest in labor and civil rights, I want to request you to address the Convention, Monday afternoon, September 11th at 2:00.

Since we are in the process of getting our program together for the printer, may I know if it will be convenient for you to be with us on this occasion?

Thanking you for your interest and fine spirit of cooperation, I am

Sincerely yours,

A. Philip Randolph
International President

APR:EE

July 21, 1959

Mr. Henry Epstein
32 Broad Street
New York, New York

Dear Mr. Epstein:

This is to advise that the Brotherhood of Sleeping Car Porters will hold its Seventh Biennial Convention and Twenty-fifth Anniversary Celebration and Silver Jubilee in the Skyline Ballroom of the Hotel Theresa, 125th Street and Seventh Avenue, New York City, from September 10-18.

Because you have experienced the legal status of the Brotherhood of Sleeping Car Porters and also because of your broad social vision and concern about civil rights, I want to request you to address our Convention Tuesday morning, September 15th at 10:30.

Since we are in the process of getting our program ready for the printer, may I know whether it may be convenient for you to serve us on this occasion?

Sincerely yours,

A. Philip Randolph
International President

APR:EB

A. PHILIP RANDOLPH
International President

MILTON P. WEBSTER
1st International Vice-President

BENNIE SMITH
2nd International Vice-President

BROTHERHOOD of SLEEPING CAR PORTERS

Train, Chair Car, Coach Porters and Attendants
AN INTERNATIONAL UNION
Affiliated with the A. F. of L.

CHICAGO DIVISION HEADQUARTERS
Ernest Smith, Secretary-Treasurer
3947 DREXEL BOULEVARD
CHICAGO 15, ILLINOIS
Kenwood 8-3100
440

ASHLEY L. TOTTEN
International Secretary-Treasurer

E. J. BRADLEY
3rd International Vice-President

C. L. DELLUMS
4th International Vice-President

July 22, 1950

Mr. A. Philip Randolph
International President
Brotherhood of Sleeping Car Porters
217 West 125th Street, Room 301
New York 27, New York

Dear Brother Randolph:

I am enclosing herewith the history of the Brotherhood of Sleeping Car Porters. It is not as short as you want it but since Chicago produces more money than any other Division, it ought to have more space. Before you cut any out I wish you would let me know what you are cutting out. You can't write the history of the Chicago Division in two paragraphs, and I doubt that it will take up much space in the Journal with that fine print they use.

The other matter has been sent except the pictures of Kyle and Smith, and you will get those probably next week.

I don't think the pictures of the twenty-five year men will be in within the time limit you want them. Eight are dead and ten are living. I have told Smitty to call the men in and get the pictures, but they are not going to be available by the first of the month. I think you better reserve space for them so we can put them in later, because there are ten of them. We will get the pictures in as soon as possible.

Fraternally yours,

M P Webster

M. P. Webster, Chairman
International Executive Board

MPW:js
Enclosure

Cont

July 24, 1950

Honorable Maurice J. Tobin
Secretary of Labor
U. S. Department of Labor
Washington, D. C.

My dear Secretary Tobin:

In the name of the officers and members of the Brotherhood of Sleeping Car Porters permit me to express our sincere appreciation for your consent to address the 7th Biennial Convention and 25th Anniversary Celebration on Monday, September 11th, 1950 at 8 p.m. We shall look forward with great pleasure to greeting you on this occasion. With cordial good wishes, I am

Sincerely yours,

APR:ha

A. Philip Randolph
International President

NEGRO LABOR COMMITTEE

No connection with any organization of similar name.

FRANK R. CROSSWAITH
CHAIRMAN

LOUIS STULBERG
TREASURER

WINIFRED GITTENS
FINANCIAL SEC'Y

NOAH C. A. WALTER
ORGANIZER

BENJ. F. McLAURIN
ORGANIZER

"Organized by Negro Labor Conference, July 20th, 1935"
312 WEST 125th STREET
New York City

UNIVERSITY 4-3295

VICE-CHAIRMEN:

JULIUS HOCHMAN
ALLAN JACKSON
ABRAHAM MILLER
A. PHILIP RANDOLPH
WILLIAM WOLPERT
THOMAS YOUNG

July 24, 1950

Mr. A. Philip Randolph, Int'l President
Brotherhood of Sleeping Car Porters
217 West 125th Street
New York, N. Y.

Dear Comrade:

This will acknowledge with thanks receipt of your kind note of July 21st, inviting me to address the September 11th session of the Twenty-Fifth Anniversary Convention of the Brotherhood of Sleeping Car Porters.

Ordinarily, the answer would be the traditional one: "with pleasure" ! But in this instance I must pass beyond the traditional answer, and assure you and the membership of the Brotherhood of Sleeping Car Porters, that I consider addressing a Convention of the Brotherhood as one of the great pleasures and privileges of my life.

I shall be there, and I shall try to make a contribution to the spirit of the occasion.

Fraternally & Comradely,

Frank R. Crosswaith

FRANK R. CROSSWAITH
Chairman

FRC/BR
oeiu:153
AF of L

OUR AIM: To organize and guide Negro Workers into bona-fide trade unions and to establish the solidarity of Negro and white labor.

Convention

July 25, 1940

Rabbi Freund
Synagogue Council of America
110 West 42 Street
New York, N. Y.

My dear Rabbi Freund:

Pursuant to our conversation over the telephone, I am writing this letter to inform you that the Brotherhood of Sleeping Car Porters, affiliated with the AFL, will hold its 7th Biennial Convention and 25th Anniversary and Silver Jubilee Celebration in New York City, September 10, 1940. Delegates from all over the United States and Canada, representing porters on all of the various railroads, will be in attendance at this Convention. William Green, President of the American Federation of Labor will be one of the principal speakers.

It is our purpose to have the various religious faiths represented to bring greetings of ten minutes to our movement on this occasion. May I request your Council to designate a Rabbi to bring greetings from the Jewish faith to our Public Meeting which will be held Sunday afternoon, 3:30 p.m. at the Golden Gate, 142nd Street and Lenox Avenue, New York City. It is our hope to have representatives from the Catholic and Protestant faiths also.

Trusting that we may have the privilege of receiving greetings from one of the rabbis and assuring you of my sincere appreciation for your interest and cooperation, I am

Sincerely yours,

A. Philip Randolph
International President

APR:hm

JOSEPH L. RAUH, JR.
IRVING J. LEVY
MITCHELL J. COOPER

LAW OFFICES
RAUH AND LEVY
1631 K STREET, NORTHWEST
WASHINGTON 6, D.C.

REPUBLIC 7795

July 25, 1950

Mr. A. Philip Randolph
International President
Brotherhood of Sleeping Car Porters
217 West 125th Street
New York 27, New York

Dear Mr. Randolph:

Thank you very much for your letter of July 21, 1950 asking me to address the Twenty-Fifth Anniversary Convention of the Brotherhood of Sleeping Car Porters on September 11th. I deem it both an honor and a privilege to address your Convention and accept your invitation with extreme pleasure.

I look forward to seeing you then, if not before.

Sincerely yours,

Joseph L. Rauh, Jr.

Convention

July 28, 1950

Mr. Milton P. Webster
Brotherhood of Sleeping Car Porters
2647 Grand Blvd., 2nd Floor
Chicago, Illinois

Dear Web:

Under Resolution 88, an amendment entitled, Article 31, adopted in the Detroit Convention, provides that:

> "The President shall, one week before the date set for the convention appoint a Committee on Resolutions and Constitution of not less than five members and all resolutions shall be forwarded to the International Secretary-Treasurer on or before the seventh day immediately preceding the convening of such convention for transition in such committee. Resolutions can otherwise be introduced by unanimous consent of the Convention."

In accordance with the foregoing, I wish herewith to appoint as the five members of the Committee to prepare the resolutions for the full resolution committee Milton P. Webster, First International Vice-President; C. L. Dellums, Fourth International Vice-President; T. D. McNeal, International Field Organizer; Thomas Patterson, Eastern Zone Supervisor and Ashley L. Totten, International Secretary-Treasurer.

The members of this Committee are expected to meet in New York to proceed with the aforementioned business by September 4, 1950.

Fraternally yours,

A. Philip Randolph
International President

APR:hm

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Convention

Norman Thomas
39A GRAMERCY PARK
NEW YORK 10, N. Y.

July 25, 1950

Mr. A. Philip Randolph
217 West 125th Street
New York 27, N. Y.

Dear Phil:

I will be honored to speak on September 11th for my friends, the Brotherhood of Sleeping Car Porters.

Fraternally yours,

Norman Thomas

Norman Thomas

Convention

July 23, 1960

Hon. William O'Dwyer
Mayor of the City of New York
City Hall
New York, New York

Dear Mayor O'Dwyer:

Permit me to advise that the Brotherhood of Sleeping Car Porters, some two thousand of whose members reside in our great metropolis, will hold its Seventh Biennial Convention and Twenty-fifth Anniversary Celebration and Silver Jubilee in New York City, in the Skyline Ballroom of the Hotel Theresa, 125th Street and Seventh Avenue, September 10-15.

Because you are the Mayor of the greatest city in the world, and have maintained a sound and favorable position on labor and civil rights, I want to request you to address and bring greetings to our Convention, Monday morning, September 11th at 10:15, at the Hotel Theresa.

Since we are in the process of getting our program together for the printer, may I know whether you will be able to serve us on this occasion? Thanking you for your interest and fine spirit of cooperation, I am

Very truly yours,

A. Philip Randolph
International President

APR:EB

Labor's League for Political Education

WILLIAM GREEN
Chairman

GEORGE MEANY
Secretary-Treasurer

JOSEPH D. KEENAN
Director

•

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MATTHEW WOLL

1525 H STREET, N. W.
WASHINGTON 5, D. C.
TEL. EXECUTIVE 0220

July 26, 1950

Mr. A. Philip Randolph,
International President
Brotherhood of Sleeping Car Porters
217 West 125th Street, Rm. 301
New York 27, New York

Dear Sir and Brother:

This will acknowledge receipt of your letter of July 21, 1950 in which you extend a most cordial invitation for me to attend and address your Convention to be held in New York City, Hotel Theresa, Skyline Ballroom on September 10-15, 1950.

It gives me great pleasure to accept your kind invitation and in accordance with your request I will be in attendance on Monday afternoon, September 11 at 4:00 p.m.

Looking forward to seeing you and with best wishes, I am

Sincerely and fraternally,

Joseph D. Keenan

Joseph D. Keenan,
Director

JDK/ng

YOU WON THE DAY—IN THE AMERICAN WAY!
You have another date—November 7, 1950

J-4899

Committee

July 28, 1950

Rev. John LaFarge
America
329 West 108 Street
New York, N. Y.

My dear Rev. LaFarge:

Permit me to advise that the Brotherhood of Sleeping Car Porters will hold its 7th Biennial Convention and 25th Anniversary and Silver Jubilee Celebration in New York City, September 10-20, 1950. It is our purpose to have representatives of the various religious faiths to bring greetings of ten minutes to our movement on this occasion. May I request you to be with us Sunday afternoon, 3:30 p.m., September 10th at the Golden Gate, 142nd Street and Lenox Avenue, New York City. William Green, President of the American Federation of Labor will be one of the principal speakers. Since we are now getting together our program for the printer, I would appreciate a word from you as to whether it will be possible for you to attend. I need not tell you of the high esteem and affection I hold for you because of the great work you have done and are doing for better race relations and the cause of humanity.

Sincerely yours,

APR:ha

A. Philip Randolph
International President

Convention

July 24, 1950

Rev. John Johnson
St. Martin's Episcopal Church
230 Lenox Avenue
New York, N. Y.

My dear Rev. Johnson:

May I advise that the Brotherhood of Sleeping Car Porters is holding its 7th Biennial Convention and 25th Anniversary and Silver Jubilee Celebration in New York City, September 10-20, 1950. We plan to hold a Public Labor Education Meeting Sunday afternoon, September 10th, 5:30 p.m. at the Golden Gate, 144nd Street and Lenox Avenue at which William Green, President of the American Federation of Labor will be one of the principal speakers.

Because of your long and devoted interest in the cause of progress and advancement of the Negro in all phases of life and because of the high esteem and affection I have for you, I want to request you to give the invocation on this occasion for the opening of our Convention.

I know you are busy and have many duties to perform, however, we would not detain you long and we hope you will find it possible to serve us at this time. Since we are in the process of getting our program together for the printer, may I request you to let us know at your earliest convenience if you will be with us.

Sincerely yours,

A. Philip Randolph
International President

APR:ha

Convention

July 26, 1950

Bishop G. Bromley Oxnam
Methodist Church
150 Fifth Avenue
New York, N. Y.

My dear Bishop Oxnam:

Permit me to bring to your attention the fact that the Brotherhood of Sleeping Car Porters will hold its 7th Biennial Convention and 25th Anniversary and Silver Jubilee Celebration in New York City, September 10-20, 1950. We plan to hold a Public Labor Education Meeting, September 10th at the Golden Gate, 142nd Street and Lenox Avenue, Sunday afternoon, 3:30 p.m. at which time, we would be highly honored to have you bring greetings to our meeting.

On this occasion, William Green, President of the American Federation of Labor will address the Convention. We are also hoping to have greetings brought from the Catholic and Jewish faiths.

We hope that you may find it convenient to attend and would appreciate it if you would let us know at your earliest convenience since we are now about to prepare the program for the printer.

Sincerely yours,

A. Philip Randolph
International President

APR:ha

RALPH WOLF
EDWIN D. HAYS
W. S. SCHWABACHER
SOLOMON I. SKLAR
HENRY EPSTEIN
WM. VICTOR GOLDBERG
JAMES H. GROSSMAN
SYDNEY C. WINTON
NATHANIEL WHITEHORN
MILTON KLEIN
ROBERT WOLF

HAYS, WOLF, SCHWABACHER, SKLAR & EPSTEIN
COUNSELLORS AT LAW
30 BROAD STREET
NEW YORK 4, N.Y.

CABLE ADDRESS
"HAYGREEN"
TELEPHONE
HANOVER 2-6150

July 26, 1950

Mr. A. Philip Randolph
International President
Brotherhood of Sleeping Car Porters
217 West 125th Street
New York 27, N. Y.

Dear Mr. Randolph:

I have your very gracious invitation of July 21st to address your Convention on Tuesday, September 12th. At present my plans would indicate that I would still be out of the City on September 12th and, therefore, I would be unwilling to make the commitment. Under the circumstances might I suggest that the proposed talk by me be left out of the program and if circumstances should permit my being in the City on that date I will communicate with you and I may be able to be given an extemporaneous opportunity of speaking for a short time to your Brotherhood.

With my very warm regards.

Sincerely,

Henry Epstein

Henry Epstein

HE:ec

Cancelled

July 27, 1950

Dr. Ralph Bunche, Director
Department of Trusteeship
United Nations
Lake Success, N. Y.

My dear Mr. Bunche:

Just a word of remembrance and to hope you are enjoying the best of health. Permit me to say that I have watched with great interest and admiration the contribution you are making to the cause of democracy and world peace for all peoples.

Now I wish to advise that the Brotherhood of Sleeping Car Porters will hold its 7th Biennial Convention and 25th Anniversary and Silver Jubilee Celebration, September 10-15, 1950. The opening of our Convention will take place in the Golden Gate, 142nd Street and Lenox Avenue, New York City, Sunday afternoon, 3:30 p.m., September 10th. It is our purpose to make this occasion of outstanding significance and importance to Negroes in particular and labor in general. The meeting will be known as the Public Labor Education Meeting.

Because of the sound and constructive philosophy you hold on problems of labor and race and the high esteem and affection we all entertain for you, I want to request that you address our Convention on this occasion. I know you are quite busy with many duties and responsibilities but if you could find time to be with us, I assure you we will appreciate it immensely.

William Green, President of the American Federation of Labor will be one of the speakers. We will also have greetings brought to the Convention from the three great religious faiths, Protestant, Catholic and Jewish.

July 27, 1960

Dr. Ralph Bunche, Director

Since we are about the work of getting our program to the printer, I would appreciate it if you would let me know at your earliest convenience if you can attend.

With cordial good wishes, I am

Very sincerely yours,

A. Philip Randolph
International President

APR:ha

Contention

July 27, 1950

Rev. Paul E. West
Church of Transfiguration
74 West 126 Street
New York, N. Y.

My dear Rev. West:

This is to advise that the Brotherhood of Sleeping Car Porters will hold its 7th Biennial Convention and 25th Anniversary and Silver Jubilee Celebration, September 10-15, 1950. The opening of our Convention will take place Sunday afternoon, 3:30 p.m. at the Golden Gate, 146nd Street and Lenox Avenue. On this occasion we will have as the principal speaker, William Green, President of the American Federation of Labor.

Because of your long association with Brother Ashley L. Totten, International Secretary-Treasurer and your fine cooperation with our movement in the past, I want to request you to give the benediction on the occasion of the opening, September 10th, 1950. Since we are getting our program together for the printer, I would appreciate a word from you as to whether you will be able to be with us.

Sincerely yours,

APR:ha

A. Philip Randolph
International President

Dear Comrade

July 27, 1960

Mr. J. R. Benoit
Secretary-Treasurer
Denver Division-BSCP
2740 Williams Street
Denver, Colo.

Dear Brother Benoit:

I received photograph of the Executive Board and the officers of the local division but no names were attached thereto to identify the individuals in the group. Kindly send names reading from left to right by August 1st.

Fraternally yours,

AFRghm

A. Philip Randolph
International President

Confidential

July 27, 1960

Mr. Milton P. Webster
Brotherhood of Sleeping Car Porters
2347 Broadway Blvd., 2nd Fl.
Chicago, Illinois

Dear Webb:

May I request and urge you to advise the local divisions in your Zone to send the names of the delegates who have been elected to the Convention, a list of the newly elected officers including the executive board and the audit committee to me as soon as the election has been completed.

Fraternally yours,

A. Philip Randolph
International President

APRghm
cc: E. Smith
H. J. Bradley
T. D. McNeal
Delgates

Webster

July 27, 1950

Mr. Milton P. Webster
Brotherhood of Sleeping Car Porters
3947 Drexel Blvd., 2nd Fl.
Chicago, Illinois

Dear Web:

Just a word to acknowledge receipt of your letter of July 22nd with copy of history of the Chicago Division. I read it over and it is quite good, and there is no reason to eliminate any part of it.

Fraternally yours,

A. Philip Randolph
International President

APR:ha

Cont

July 26, 1960

Mr. Henry Epstein
30 Broad Street
New York, N. Y.

Dear Mr. Epstein:

Thanks a lot for your kind letter of July 20th suggesting that you will not be in the city at that time and would not be able to speak. I regret that you will be unable to be with us but am understand how previous commitments interfer with subsequent requests.

May I request you to send us a letter or telegram of greetings that may be read to the delegates of the Convention. With cordial good wishes, I am

Sincerely yours,

A. Philip Randolph
International President

APR:hm

Correction

July 28, 1950

Mr. James Quinn, Secretary
General Trades and Labor Council
[illegible] West 125th Street
New York, New York

Dear Sir and Brother:

Permit me to advise that the Brotherhood of Sleeping Car Porters will hold its Seventh Biennial Convention, Twenty-Fifth Anniversary and Silver Jubilee Celebration in New York City, September 10-14, in the Golden Ballroom of the Hotel Theresa, 125th Street and Seventh Avenue, New York City.

On Sunday, September 10th, a Public Labor Education Meeting will be held in the Golden Gate Ballroom, 142nd Street and Lenox Avenue, at which Brother William Green, President of the AF of L, will be the principal speaker. We also plan to have a labor parade composed of members of the Brotherhood and other unions in our city, such as the Musicians, the International Ladies Garment Workers, etc.

In order to give our demonstration its proper labor significance, we would like to have the General Trades and Labor Council to have its banner, with some of its officials in our line of march in the vanguard. The police authorities are working with us in planning this parade. We want to make this a great demonstration of bonafide labor organizations on the occasion of the Twenty-Fifth Anniversary of our Brotherhood of Sleeping Car Porters.

Even though the Brotherhood has been leading the fight among Negro workers against Communists and Communism, we want to have the General Trades and Labor Council in our line of march, as evidence of its cooperation with the Brotherhood membership and officials, in the fight for democracy and the American way of life, as against totalitarian Communism.

Mr. James Quinn

July 28, 1960

Won't you kindly let me know whether the Central Trades and Labor Council will participate in our parade, and arrange a date for conference, so that a committee from the Brotherhood may come down and talk with you about our plans?

Fraternally yours,

A. Philip Randolph
International President

APR:HB

Convention

July 28, 1950

Mr. Walter P. Reuther, President
United Auto, Aircraft, Agricultural
Implement Workers of America-CIO
411 West Milwaukee Avenue
Detroit, Michigan

My dear Friend and Brother:

Just a word of remembrance and to hope that you are enjoying the best of health and that your great work is moving forward. I want to congratulate you on your creative, resourceful and constructive thinking on the problems of labor, democracy and peace.

Now I am writing you to advise that the Brotherhood of Sleeping Car Porters will hold its 7th Biennial Convention and 25th Anniversary and Silver Jubilee Celebration in New York City, September 10-15, 1950. We believe that this Convention should mark an important milestone in the struggles of American workers for status, power and industrial, political and ethnic democracy.

While I don't know that the two great Federations of Labor, A. F. of L. and C. I. O., have made it a policy to invite representatives of the other to address their conventions, or not, but I consider your vision, spirit and understanding above labor divisions and hence I want to request you to bring greetings to and address a session of the Brotherhood Convention at the Theresa Hotel, 124th Street and Seventh Avenue, Tuesday, September 12th at 5 p.m. I assure you it would mean much not only to the spirit of our membership but to the general cause of labor unity and racial democracy and peace.

Mr. Walter P. Reuther, President

July 28, 1950

I know that you are very busy and I am not inclined to impose any additional burdens on you but if you can find it possible to come in person and speak, if but for ten minutes, I assure you that it will be greatly appreciated and our movement will feel highly honored. If you will let us know at your earliest convenience whether you may be able to serve us, it will help us greatly since we are now getting our program ready for the press and we are listing the speakers who will appear.

Fraternally yours,

A. Philip Randolph
International President

APR:hm

Evangelical Lutheran Church of The Transfiguration
"United Lutheran"
74 WEST 126TH STREET
NEW YORK CITY

THE REV. ZENAN M. CORBE, D. D.
231 MADISON AVE.
NEW YORK CITY
PHONE LE. 2-3411

THE REV. PAUL E. WEST
74 WEST 126TH STREET
NEW YORK CITY
PHONE LEHIGH 4-5887

Otisville, N.Y.
7-29-50

Mr. A. Philip Randolph
International President
217 West 125th Street
New York 27, N.Y.

Dear Mr. Randolph:-

Have just received your letter at my Summer home. I deem it an honor to be asked to take part in the Silver Jubilee celebration of your great Organization. I shall comply with your request.

Brother Totten will be happy to know that you have invited me to participate in this celebration.

May God richly bless you and your work

Sincerely yours
Paul E. West

Synagogue Council of America

110 WEST 42nd STREET, NEW YORK 18, N. Y. BRyant 9-2647

July 31, 1950

RABBI HIRSCH E. L. FREUND
Executive Director

Officers

RABBI BERNARD J. BAMBERGER
President

RABBI SIMON G. KRAMER
Vice-President

RABBI NORMAN SALIT
Vice-President

SAMUEL ROTHSTEIN
Treasurer

WILLIAM WEISS
Corresponding Secretary

CHARLES P. KRAMER
Honorary Secretary

Constituent Organizations

RABBINICAL COUNCIL OF AMERICA

RABBINICAL ASSEMBLY OF AMERICA

CENTRAL CONFERENCE OF AMERICAN RABBIS

UNION OF ORTHODOX JEWISH CONGREGATIONS

UNITED SYNAGOGUE OF AMERICA

UNION OF AMERICAN HEBREW CONGREGATIONS

Mr. A. Philip Randolph
Brotherhood of Sleeping Car Porters
217 West 125th Street
New York 27, N. Y.

Dear Mr. Randolph:

In reply to your letter of July 25th, we are glad to inform you that Dr. Bernard J. Bamberger, president of the Synagogue Council of America, has consented to represent our organization and bring the necessary greetings for the contemplated bi-annual convention.

Inasmuch as this occasion is to take place on September 10th, two days prior to the Jewish New Year, Rabbi Bamberger would appreciate it if you will advise him of the approximate time when he is to appear on the program so that it will not consume necessary and valuable time to be with you.

With best wishes for a very successful convention, I am

Sincerely yours,

Hirsch E. L. Freund

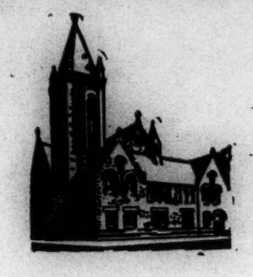
Rabbi Hirsch E. L. Freund,
Executive Director

HELF:bh

3:30 p.m.

16 62

St. Martin's Episcopal Church



THE REV. JOHN H. JOHNSON, D.D.
Rector

230 Lenox Avenue
New York 27, N.Y.

Tel. LEhigh 4-4531

July
31st
1950

Dear Mr. Randolph:

I shall be pleased to give the Invocation on Sunday afternoon, September 10th at 3:30 at the Golden Gate.

I wish you every success in this important Convention. With kind wishes,

Sincerely yours,

John H Johnson

John H. Johnson
Rector

Mr. A. Phillip Randolph
Brotherhood of Sleeping Car Porters
217 West 125 Street
New York 27

UNITED AUTOMOBILE · AIRCRAFT · AGRICULTURAL IMPLEMENT WORKERS of AMERICA (UAW-CIO)

INTERNATIONAL UNION

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PRESIDENT

EMIL MAZEY
SEC. & TREAS.

RICHARD GOSSER
VICE PRESIDENT

JOHN W. LIVINGSTON
VICE PRESIDENT

PHONE TRINITY 1-8600

July 31, 1950

A. Philip Randolph, President
Brotherhood of Sleeping Car Porters,
217 W. 125th Street
New York 27, N.Y.

Dear Brother Randolph:

This will acknowledge your kind letter of July 28th inviting Mr. Walter Reuther to address your 7th Biennial Convention in New York City, September 10th to 15th.

Unfortunately, Mr. Reuther is out of the city at present. However, upon checking his schedule I find that the International Executive Board is scheduled to meetin Detroit during that week. Consequently, it will not be possible for him to be with you, much as I am sure he would be delighted to be.

In his behalf, please extend fraternal greetings to the officers and members and sincere best wishes for a most successful convention.

Fraternally

Wm Dudenhoefer

Wm. Dudenhoefer,
Secretary to
Walter P. Reuther

ASA PHILIP RANDOLPH

SUBJECT FILE BROTHERHOOD OF SLEEPING CAR PORTERS

1950

7th Biennial Convention
25th Anniversary

Silver Jubilee Anniversary
See
25th Anniversary

(2)

Invocation
Ladies Aux -

August 2, 1960

Rev. Shelby Rooks
St. James Presbyterian Church
141 Street and St. Nicholas Avenue
New York, N. Y.

My dear Rev. Rooks:

Permit me to advise that the Brotherhood of Sleeping Car Porters International Ladies Auxiliary will hold its 7th Biennial Convention and 28th Anniversary and Silver Jubilee Celebration in New York City, September 10-15, 1960.

The opening of the Auxiliary Convention will take place at the YWCA, 137th Street and 7th Avenue, September 11th at 10:30 a.m. May I request you to give the invocation on that occasion. I assure you that the Brotherhood and the Ladies Auxiliary would be greatly appreciative of this service.

Since we are in the process of getting our program together for the press, it will be most helpful if you will let us know at your earliest convenience if you may find it convenient to be with us.

Sincerely yours,

A. Philip Randolph
International President

APR:hm

Correlation

August 2, 1950

Honorable Dean Acheson
Secretary of State
State Department
Washington, D. C.

My dear Secretary Acheson:

Permit me to advise that the Brotherhood of Sleeping Car Porters is holding its 7th Biennial Convention and 25th Anniversary and Silver Jubilee Celebration in New York City, September 10-15, 1950. We believe we shall have as speakers at this Convention, William Green, President of the AFL, Honorable Maurice Tobin, Secretary of Labor and Norman Thomas, great Socialist leader and representatives of the various religious faiths, Protestant, Catholic and Jewish. It is our hope to make the Convention an epoch-making event in the life of Negro America. Delegates will be in attendance at our Convention from practically all the railroads in the United States and Canada, representing Negroes, Filipinos, Mexicans and some white porters on the Canadian Pacific Railroad.

It is our desire to broadcast to the various corners of the world parts of our Convention because it represents a great bastion of American democracy as indicated by the constructive advancement and progress made by the members of our Union within the framework of American democracy.

Now we would be glad to have the Voice of America have its technicians and director come to our Convention and broadcast some of its notable experiences and proceedings that may help the people of Europe recognize the dangers and menace of world Communism and see clearly the virtures and values of democracy.

Honorable Sam Atkeson August 8, 1950

May I request you to let me know at your earliest convenience if it will be possible for you to preside some of our sessions and addresses during the Convention which begins, Sunday, September 10th.

Sincerely yours,

APR:ha

A. Philip Randolph
International President

UNITED NATIONS NATIONS UNIES

LAKE SUCCESS, NEW YORK

TELEPHONE: FIELDSTONE 7-1100

CABLE ADDRESS • UNATIONS NEWYORK • ADRESSE TELEGRAPHIQUE

REFERENCE:

August 2, 1950

Dear Mr. Randolph,

With reference to your letter of July 27, I am pleased to accept your kind invitation to address your 7th Biennial Convention on Sunday, September 10, 1950. However, I must stress that this acceptance can only be tentative since there is a possibility that I may not be in this area at that time.

I can assure you that I will make every effort to be on hand but in view of circumstances beyond my control I cannot give you a firm commitment now.

Sincerely yours,

Ralph J. Bunche

Ralph J. Bunche
Director
Department of Trusteeship & Information
from Non-Self-Governing Territories

Mr. A. Philip Randolph,
International President,
Brotherhood of Sleeping Car Porters,
217 West 125th Street (Room 301),
New York 27, N.Y.

Counter

August 8, 1960

Rabbi Hirsch Freund
Executive Director
Synagogue Council of America
110 West 42 Street
New York 18, N. Y.

Dear Rabbi Freund:

Permit me to thank you for your letter of July 31st informing me that Dr. B. J. Bamberger, President of the Synagogue Council of America has consented to represent the Council at the Public Labor Education Meeting on the occasion of the opening of the 7th Biennial Convention of the Brotherhood of Sleeping Car Porters, Sunday afternoon, September 10th, 3:30 p.m., Golden Gate, 142nd Street and Lenox Avenue. I assure you I appreciate this immensely.

Now it will be possible to put Rabbi Bamberger on for his statement at 3:30 p.m. so as not to take too much of his time.

With cordial good wishes, I am

Sincerely yours,

APR:ha

A. Philip Randolph
International President

A. PHILIP RANDOLPH
International President

MILTON P. WEBSTER
1st International Vice-President
3456-58 South State Street, 5th Floor
Chicago, Illinois

BENNIE SMITH
2nd International Vice-President
1308 Broadway, Room 305
Detroit, Michigan

Train, Chair Car, Coach Porters and Attendants
AN INTERNATIONAL UNION
Affiliated With the A. F. of L.
217 WEST 125th STREET (Room 301)
NEW YORK 27, N. Y.
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Nights, Sundays and Holidays—UNiverstiy 4-8262
440

ASHLEY L. TOTTEN
International Secretary-Treasurer

E. J. BRADLEY
3rd International Vice-President
11 North Jefferson Street
St. Louis, Missouri

C. L. DELLUMS
4th International Vice-President
1716 Seventh Street
Oakland, California

August 3, 1950

To the Presidents and Secretary-Treasurers
of all Brotherhood Divisions

Dear Sir and Brother:

This is to advise that in accordance with the action of the Detroit Convention of 1948 all resolutions must be in the office of the International Secretary-Treasurer on or before September 4, 1950. I hope that the membership will be so advised and that your division will send such resolutions as you desire to be presented to the Convention to Ashley L. Totten on or before September 4th. Otherwise, a resolution must get unanimous consent of the Convention for acceptance.

Delegates

May I urge that you send in the names of the delegates to the International Secretary-Treasurer, Ashley L. Totten, as soon as your election has been completed.

There will be an Information Booth set up by the Brotherhood in both Pennsylvania and Grand Central Stations. If there is information you desire on your arrival you may go to one of these booths.

Officers

May I also urge and advise that you send in the list of newly elected officers, if you have not already done so, including the Executive Board and the Auditing Committee to the undersigned.

Fraternally yours,

A. Philip Randolph

A. Philip Randolph
International President

APR:ha

Cont

August 5, 1950

Mr. David Dubinsky, President
International Ladies Garment
Workers of America
1710 Broadway
New York, N. Y.

Dear Dave:

This is to advise that the Brotherhood of Sleeping Car Porters is holding its 7th Biennial Convention and 25th Anniversary and Silver Jubilee Celebration, September 10-15, 1950 in the Skyline Room of the Theresa Hotel, 125th Street and Seventh Avenue.

Because of your fine labor statesmanship demonstrated down through the years and your support for the fight for FEPC and the abolition of discrimination because of race, color, religion or national origin, I want to request you to bring greetings to our Convention, Tuesday afternoon, 3:15 pm., September 12th. I assure you that the officers and members of our Organization will be highly honored to have you with us on this occasion.

Thanking you for your fine spirit of cooperation and hoping to hear from you at your earliest convenience since we are making up our program for the printer, I am

Sincerely yours,

A. Philip Randolph
International President

APR:hm

Cont

August 3, 1960

Mr. Max Delson
270 Broadway
New York, N. Y.

Dear Max:

Just a word to advise that the Brotherhood of Sleeping Car Porters is holding its 7th Biennial Convention and 25th Anniversary and Silver Jubilee Celebration in New York City, September 10-15, 1960 in the Skyline Ballroom of the Theresa Hotel, 125th Street and Seventh Avenue.

It is our hope that this Convention will represent a landmark of inspiration and demonstration for the cause of democracy in America. Because of your contribution to the fight for FEPC and the work of the Brotherhood in the cause of human freedom, I want to request you to bring greetings to the Convention at the Tuesday afternoon session, September 12th at 2:45 p.m. I assure you that the officers and members will be greatly appreciative of your statement.

With cordial good wishes, I am

Sincerely yours,

A. Philip Randolph
International President

APR:ha

P.S. Since we are now working on our program for the printer, I would appreciate hearing from you at your earliest convenience as to whether you will be able to be with us.

August 5, 1960

Mr. Martin T. Lacey, President
Central Trades and Labor Council
265 West 14 Street
New York, N. Y.

Dear Sir and Brother:

This is to advise that the Brotherhood of Sleeping Car Porters will hold its 7th Biennial Convention and 25th Anniversary and Silver Jubilee Celebration in New York City, September 10-15, 1960.

We are holding a Public Labor Education meeting at the Golden Gate, 142nd Street and Lenox Avenue , Sunday afternoon, September 10th, 3:30 p.m. President William Green of the AFL will be our principal speaker. May I request you as the head of our Central Trades and Labor Council of New York City to bring greetings on that occasion from the Council. I assure you our delegates and their families will appreciate this immensely.

Since we are working on our program for the printer, I would appreciate hearing from you at you earliest convenience.

Fraternally yours,

A. Philip Randolph
International President

APR:hm

Convention

August 4, 1950

Mr. Frank R. Crosswaith, Chairman
Negro Labor Committee
512 West 125 Street
New York, N. Y.

Dear Comrade:

Just a word to thank you for your letter of July 24th informing me that you will address our Convention, September 11th. I need not tell you how very delighted we are that you will be with us.

Fraternally yours,

A. Philip Randolph
International President

APR:ha

August 7, 1950

Mr. William Dudenhoefer
Secretary to Walter P. Reuther
U. A. W. - C. I. O.
411 West Milwaukee Avenue
Detroit 2, Michigan

Dear Brother Dudenhoefer:

Just a word to thank you for your letter informing me that Brother Reuther will be engaged with the International Executive Board and will be unable to address our Convention.

Fraternally yours,

A. Philip Randolph
International President

APR:ha

August 7, 1960

Mr. Joseph D. Keenan, Director
Labor's League for Political Education
1629 K Street, N. W.
Washington 6, D. C.

Dear Sir and Brother:

Permit me to assure you of the gratitude of the officers and members of the Brotherhood of Sleeping Car Porters for your consent to address our Convention, September 11th at 4:00 p.m. in the Skyline Ballroom, Hotel Theresa, 125th Street and Seventh Avenue, New York.

Fraternally yours,

A. Philip Randolph
International President

APR:ha

FOUNDED 1921

Workers Education Bureau
AMERICAN FEDERATION OF LABOR

1440 BROADWAY, NEW YORK 18, N. Y. Telephone: PEnnsylvania 6-8975
Cable Address: Education, New York

JOHN D. CONNORS
DIRECTOR

BESS K. ROBERTS
ASSISTANT TO THE DIRECTOR

EXECUTIVE COMMITTEE
WILLIAM GREEN
HONORARY PRESIDENT

GEORGE MEANY
HONORARY SECRETARY

GEORGE M. HARRISON
PRESIDENT

JOHN D. CONNORS
SECRETARY

THOMAS KENNEDY
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ADVISORY COMMITTEE
GEORGE W. BROOKS
IRVIN R. KUENZLI
THOMAS A. MURRAY
JOSEPH N. WEBER
EDWARD H. WEYLER

August seventh
19 50

Mr. A. Philip Randolph, International President
Brotherhood of Sleeping Car Porters
217 West 125th Street
New York 27, N. Y.

Dear President Randolph:

Your kind invitation of July 21 to me to address your convention on Monday afternoon, September 11, was awaiting me upon my return to the office this morning after an extended trip during which I attended several institutes and labor schools. This accounts for my delay in replying.

I shall be most happy to speak to your delegates on the 11th of September, and the time you have suggested, 2:45 p.m., will be entirely convenient for me.

With every good wish,

Sincerely and fraternally,

John D. Connors

John D. Connors, Director

C:R

OHIU
153

44

Correction

August 7, 1950

Mr. Joseph L. Rauh, Jr.
1621 K Street, N. W.
Washington, D. C.

Dear Mr. Rauh:

I assure you I appreciate it immensely that you will be with us to address our Convention, September 11th, in New York City. With cordial good wishes, I am

Sincerely yours,

A. Philip Randolph
International President

APR:h.

Cw

August 7, 1950

Rev. Paul E. West
Church of Transfiguration
74 West 126 Street
New York, N. Y.

Dear Rev. West:

Permit me to thank you for your consent to serve the Brotherhood on the occasion of the Public Labor Education Meeting, Sunday afternoon, September 10th at 3:30 p.m. at the Golden Gate, 144nd Street and Lenox Avenue.

Sincerely yours,

A. Philip Randolph
International President

APR:ha

A. PHILIP RANDOLPH
International President

MILTON P. WEBSTER
1st International Vice-President

BENNIE SMITH
2nd International Vice-President

Con

Train, Chair Car, Coach Porters and Attendants
AN INTERNATIONAL UNION
Affiliated with the A. F. of L.
CHICAGO DIVISION HEADQUARTERS
Ernest Smith, Secretary-Treasurer
3947 DREXEL BOULEVARD
CHICAGO 15, ILLINOIS
Kenwood 8-3100
440

ASHLEY L. TOTTEN
International Secretary-Treasurer

E. J. BRADLEY
3rd International Vice-President

C. L. DELLUMS
4th International Vice-President

August 8, 1950

SPECIAL NOTICE TO THE MEMBERS OF THE INTERNATIONAL EXECUTIVE BOARD, BSCP:

Dear Sir and Brother:

In connection with the Board meeting at the International Convention, this is to advise that the International Executive Board will meet prior to the Convention on September 7 and 8, 1950, at the Theresa Hotel, New York City. All members of the Board should arrange to be present not later than 10:00 a.m. on the morning of September 7, 1950.

Brothers Dellums, Totten, Patterson, and Webster will be in New York on August 31, 1950, for the purpose of making a report of the Budget Committee and to discuss certain other plans in connection with the finances of the Organization.

A subcommittee of the Board, including Brother T. D. McNeal, has been appointed as a preliminary Resolution Committee under the new Amendment of the Brotherhood's Consitution, providing for same. It is expected that they be in New York on September 4, 1950, in order that they might be prepared to go into any resolution that might be on hand at that time.

Arrangements are being made to hold the meetings of the International Executive Board in a suite in the Theresa Hotel. I would suggest that all members of the Board who have not reserved their space do so at once through Mr. William Bowe of the New York Office.

Fraternally yours,

M P Webster

M. P. Webster, Chairman
International Executive Board

MPW:eig

Convention

August 8, 1950

Dr. Ralph J. Bunche, Director
Department of Trusteeship & Information
From Non-Self Governing Territories
United Nations
Lake Success, New York

Dear Dr. Bunche:

Just a word to say that I am greatly appreciative of your consent to address the 7th Biennial Convention of the Brotherhood of Sleeping Car Porters, Sunday, September 10th at 3:30 p.m. in the Golden Gate, 142nd Street and Lenox Avenue.

I understand that any engagement you make must be subject to circumstances involving your responsibilities over which you have no control. It is my earnest hope you may find it convenient to be in these parts so as to be able to serve on this occasion.

With cordial good wishes, I am

Sincerely yours,

A. Philip Randolph
International President

APR:ha

August 8, 1950

Rev. John H. Johnson
St. Martin's Episcopal Church
230 Lenox Avenue
New York 27, N. Y.

Dear Rev. Johnson,

Just a word to thank you for your letter of July 31st informing me that you will be pleased to be with us and give the Invocation, Sunday afternoon, September 10th at 3:30 p.m. at the Golden Gate, 142nd Street and Lenox Avenue. I assure you I appreciate this immensely.

Sincerely yours,

A. Philip Randolph
International President

APR:ha

Convention

August 9, 1950

Mr. Charles Wesley Burton
6637 Champlain
Chicago, Illinois

Dear Burton:

Won't you kindly send me a glossy print of yourself for use in our Convention Journal by return mail?

Regards to the madam and the youngsters.

Sincerely yours,

APR:ha

A. Philip Randolph
International President

TELEPHONE MESSAGE.

Date 8-9-50

For Mr. Randolph

From Miss Swanington

Their No. _____ Time Rec'd 11:45

Remarks:

Bishop Oxnam will address the Brotherhood on September 10th 1950.

WESTERN UNION

JOSEPH L. EGAN
PRESIDENT

CONSOLIDATED SHORT TELEGRAMS AUGUST 9 1950

QTN 6 STRAIGHT AUGUST 9 1950 R WILLIAMS 1408 THIRD STREET EAST CALGARY ALBERTA CANADA

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WESTERN UNION

NEWCOMB CARLTON, PRESIDENT

1 Letter 2 Night Letter 3 Day Letter

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QTH 11 AUGUST 9 1950 F T WEBB 29 MANSFIELD STREET

TORONTO CANADA=

QTH 12 AUGUST 9 1950= C L ROY 1216 OSBORNE AVENUE VERDUN

MONTREAL CANADA=

HAVE NOT RECEIVED PHOTO OF EXECUTIVE BOARD OF LOCAL

DIVISION FOR CONVENTION JOURNAL AND PARAGRAPH OR TWO

OF ITS HISTORY. WILL YOU LOOK AFTER THIS IMMEDIATELY .

A PHILIP RANDOLPH.

THE COMPANY WILL APPRECIATE SUGGESTIONS FROM ITS PATRONS CONCERNING ITS SERVICE

August 11, 1950

Mr. Jacob S. Potofsky
General President
Amalgamated Clothing Workers of America
15 Union Square
New York, N. Y.

Dear Brother Potofsky:

Just a word of congratulations upon the outstanding educational service the Amalgamated Clothing Workers is rendering in promoting the Town Meeting of the Air.

May I inform you of the fact that the Brotherhood of Sleeping Car Porters is holding its Seventh Biennial Convention and 25th Anniversary and Silver Jubilee Celebration in New York City, September 10-15, 1950. Because of your long and devoted struggle in the cause of labor and sound statesmanship on liberal problems and the rights of minorities and workers regardless of race and color, religion, national origin or ancestry, I want to invite and request you to bring personal greetings of your great trade union movement to our Convention, Tuesday afternoon, 5 p.m., September 12th in the Skyline Ballroom of the Hotel Theresa, 125th Street and Seventh Avenue.

Because we are in the process of getting our program ready for the press, may I hear from you at your earliest convenience if you may find it convenient to be with us on this occasion.

Fraternally yours,

APR:ha

A. Philip Randolph
International President

ELBERT D. THOMAS, UTAH, CHAIRMAN
JAMES E. MURRAY, MONT.
CLAUDE PEPPER, FLA.
LISTER HILL, ALA.
MATTHEW M. NEELY, W. VA.
PAUL H. DOUGLAS, ILL.
HUBERT H. HUMPHREY, MINN.
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ROBERT A. TAFT, OHIO
GEORGE D. AIKEN, VT.
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WAYNE MORSE, OREG.
FORREST C. DONNELL, MO.

EARL B. WIXCEY, CLERK

United States Senate

COMMITTEE ON
LABOR AND PUBLIC WELFARE

August 11, 1950

Duffy

Mr. A. Philip Randolph, International President
Brotherhood of Sleeping Car Porters
217 West 125th Street (Room 301)
New York 27, N. Y.

My dear Mr. Randolph:

I am in receipt of your letter of August 4th.

I have taken note of your desire to have President Truman or Secretary of State Acheson address the Brotherhood's Silver Anniversary Convention, to be held September 10th to the 15th.

I of course have absolutely no knowledge of the President's engagements or plans. I have, however, been glad to communicate with him to ask that he give careful and, if possible, favorable consideration to your invitation. I very much hope that he will do so.

I hope that the Silver Anniversary Convention of the Brotherhood of Sleeping Car Porters will be, as always, successful and constructive.

With kind personal regards, I am

Yours very sincerely,

Herbert H. Lehman

August 11, 1960

Mr. John D. Connors, Director
Workers Education Bureau
1440 Broadway
New York 18, N. Y.

Dear Brother Connors:

Just a word to thank you for your letter of August 10th informing me that you will be with us to address our Convention, September 11th, 2:45 p.m. We will be looking forward to seeing you.

Fraternally yours,

A. Philip Randolph
International President

APR:ha

DEPARTMENT OF STATE

NEW YORK, N. Y.

251 West 57th Street

August 11, 1950

Mr. A. Philip Randolph
International President
Brotherhood of Sleeping Car Porters
217 West 125th Street (Room 301)
New York 27, New York

Dear Mr. Randolph:

Your letter to Secretary of State Acheson has been forwarded to this office for consideration.

It would appear from the roster of speakers and the outline of the Convention's program, that the meeting and its activities would adapt themselves admirably to the purposes of Voice of America broadcasts. I have asked Mr. Arthur Kaufman of this office to get in touch with you directly during the week of August 14th to make preliminary arrangements for coverage of your program.

Yours very truly,

David Penn

David Penn
Chief, Special Events
International Broadcasting Division

August 11, 1950

Mr. Thomas Quinn, Secretary-Treasurer
Central Trades and Labor Council
288 West 14 Street
New York, N. Y.

Dear Sir and Brother:

This is to advise that the Brotherhood of Sleeping Car Porters will hold its 7th Biennial Convention and Silver Jubilee Celebration in New York City, September 10-15, 1950.

We are holding a Public Labor Education meeting at the Golden Gate, 142nd Street and Lenox Avenue, Sunday afternoon, September 10th, 3:30 p.m. President William Green of the AFL will be our principal speaker. May I request you to bring greetings on that occasion from the Council. I assure you our delegates and their families will appreciate this immensely.

Since we are working on our program for the printer, I would appreciate hearing from you at your earliest convenience.

Fraternally yours,

A. Philip Randolph
International President

APR:hm

UNION

QTN 1 STRAIGHT AUGUST 11 1950=

WILLIAM GREEN PRESIDENT AMERICAN FEDERATION OF LABOR

A F OF L BUILDING WASHINGTON DC=

PERMIT ME TO REMIND YOU OF LETTER REQUESTING YOU TO ADDRESS BROTHERHOOD OF SLEEPING CAR PORTERS CONVENTION IN NEW YORK CITY SUNDAY AFTERNOON SPETEMBR TENTH AT 3:30 P=M= AT THE GOLDEN GATE BALLROOM 142 STREET AND LENOX AVENUE. WILL APPRECIATE REPLY SINCE WE ARE PREPARING OUR PROGRAM FOR THE PRINTER= RECEIVED YOUR PHOTO WHCH WE PLAN

WESTERN UNION

TO CARRY ON A FULL PAGE OF OUR CONVENTION JOURNAL.

A PHILIP RANDOLPH.

JACOB S. POTOFSKY
GENERAL PRESIDENT

Amalgamated Clothing Workers of America

15 UNION SQUARE
New York 3, N.Y.

August 14, 1950

Mr. A. Philip Randolph
International President
Brotherhood of Sleeping Car
Porters
217 West 125th Street (Rm.301)
New York 27, New York

Dear Brother Randolph:

I appreciate your kind invitation of August 11th to address your Seventh Biennial Convention and Silver Jubilee celebration on Tuesday, September 12th at 5 p.m., at the Hotel Theresa.

If nothing unforeseen comes up, I shall be glad to be with you on this occasion.

With all good wishes for a successful Convention, I am

Fraternally yours,

Jacob S. Potofsky
GENERAL PRESIDENT

BURNET R. MAYBANK, S. C., CHAIRMAN
GLEN H. TAYLOR, IDAHO
J. W. FULBRIGHT, ARK.
A. WILLIS ROBERTSON, VA.
JOHN SPARKMAN, ALA.
J. ALLEN FREAR, JR., DEL.
PAUL H. DOUGLAS, ILL.
RUSSELL B. LONG, LA.
CHARLES W. TOBEY, N. H.
HOMER E. CAPEHART, IND.
RALPH E. FLANDERS, VT.
JOHN W. BRICKER, OHIO
IRVING M. IVES, N. Y.
A. LEE PARSONS, CLERK

United States Senate

COMMITTEE ON BANKING AND CURRENCY

August 15, 1950

Mr. A. Philip Randolph
Brotherhood of Sleeping Car Porters
217 W. 125th Street
New York 27, N. Y.

Dear ~~Mr.~~ Philip Randolph:

Thank you for your letter. I have written to the President today urging that he give the fullest consideration to your invitation to address the Brotherhood's Convention in September.

I am sure that he will try to do it, but I believe that he has found it necessary to cancel all his plans to speak in the near future. In view of the serious international situation, I am sure that you will sympathize with his position.

With best wishes,

Faithfully,

Paul

Paul H. Douglas

phd;jrf

LAW OFFICES
DELSON, LEVIN & GORDON
270 BROADWAY
NEW YORK 7, N. Y.

I. CYRUS GORDON
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ERNEST FLEISCHMAN
EDWARD MARKS
NORMAN MOLOSHOK
LEONARD THORNER

TELEPHONE DIGBY 9-3550
CABLE ADDRESS "DELEGOR"

August 16, 1950

Mr. A. Philip Randolph, Pres.
Brotherhood of Sleeping Car Porters
217 West 125th Street, Room 301
New York 27, New York

Dear Phil:

I accept with thanks your kind invitation to bring greetings to the Convention of the Brotherhood of Sleeping Car Porters at the Tuesday afternoon session, September 12, 1950, at 2:45 p.m.

With best wishes, I am

Sincerely,

Max Delson

Max Delson

MD:cp

August 16, 1950

Mr. Martin T. Lacey, President
Central Trades and Labor Council
265 West 14 Street
New York 14, N. Y.

Dear Brother Lacey:

Permit me to thank you for your greetings to the Brotherhood of Sleeping Car Porters Convention which will meet in New York City, September 10-15th.

Fraternally yours,

A. Philip Randolph
International President

APRhm

August 16, 1950

Honorable Harold A. Stevens
160 Broadway, Suite 908
New York, N. Y.

Dear Steve:

Just a word to say that the Brotherhood of Sleeping Car Porters is holding its 7th Biennial Convention and Silver Jubilee Anniversary, September 10-15th, in New York City. We plan to have a Labor Public Education meeting at the Golden Gate, 142nd Street and Lenox Avenue, 3:30 p.m., Sunday, September 10th and I want to request you to bring greetings to the Convention in a brief statement. I hope you will be able to be with us on this occasion since you have been with us all of these years. May I also request a reply at your earliest convenience since we are in the process of organizing our program for the printer.

Permit me to congratulate you on the outstanding fact that you are considered to be one of our important judges. You are greatly deserving of this honor.

Sincerely,

A. Philip Randolph
International President

APR:hm

WESTERN UNION

JOSEPH L. EGAN
PRESIDENT

CLASS OF SERVICE

This is a fullrate Telegram or Cable-gram unless its deferred character is indicated by a suitable symbol above or preceding the address.

LINE

STANDARD

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LC=Deferred Cable
NLC=Night Letter Cable
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WU JO40 DL PD=WX WASHINGTON DC AUG 16 847A

A PHILIP RANDOLPH,PRESIDENT=BROTHERHOOD OF SLEEPING CAR PORTERS=

I AM PLANNING TO ATTEND BROTHERHOOD OF SLEEPING CAR PORTERS CONVENTION IN NEW YORK CITY ON SUNDAY AFTERNOON SEPTEMBER TENTH BE ASSURED I WILL BE PRESENT UNLESS SOMETHING UNFORESEEN ARISE WHICH WOULD PREVENT ME FROM DOING SO=

WM GREEN PRESIDENT
AMERICAN FEDERATION OF LABOR

THE COMPANY WILL APPRECIATE SUGGESTIONS FROM ITS PATRONS CONCERNING ITS SERVICE

August 17, 1950

Mr. Lester Granger
National Urban League
1133 Broadway
New York, N. Y.

Dear Lester:

Just a word to say that the Brotherhood is holding its 7th Biennial Convention and Silver Jubilee Anniversary in New York City, September 1-15, 1950 at the Theresa Hotel's Skyline Ballroom. Delegates in attendance will come from various parts of this country and Canada.

Because of the great job you have done in the field of industrial opportunity and American democracy, I want to request you to bring greetings to our Convention Tuesday, 4:30 p.m., September 12th. I assure you that the officers and members of the Organization will appreciate your statement to the Convention.

We are in the process of getting our program to the printer and would be pleased to know if you will be able to be with us on this occasion.

With cordial good wishes, I am

Sincerely yours,

A. Philip Randolph
International President

APR:hm

August 17, 1950

Mr. Jacob S. Potofsky
General President
Amalgamated Clothing Workers of America
15 Union Square
New York 3, N. Y.

Dear Brother Potofsky:

I need not tell you that the officers and members of the Brotherhood of Sleeping Car Porters are appreciative of your consent to address the 7th Biennial Convention and Silver Jubilee Anniversary, September 12th at 3 pm, at the Hotel Theresa. The long tradition of the high order of liberal trade unionism of the Amalgamated Clothing Workers, and your own fine record of constructive labor statesmanship will give notable significance to our Convention.

With cordial good wishes, I am

Fraternally yours,

A. Philip Randolph
International President

APRahm

August 17, 1950

Mr. David Niles
Secretary to President Truman
White House
Washington, D. C.

Dear David

Concerning our telephone conversation on the President's message to the 7th Biennial Convention and Silver Jubilee Celebration of the Brotherhood of Sleeping Car Porters, September 10-23, 1950 in New York City, I wish to herewith enclose a suggested draft of message. Of course President Truman can change it as he sees fit.

With cordial good wishes, I am

Sincerely yours,

A. Philip Randolph
International President

APRjhm
enc.

DRAFT

TRUMAN MESSAGE

I am confident that every American who is actively concerned with the future of our expanding democracy, the survival, and extension of freedom throughout the world will join me in my sincere congratulations to the Brotherhood of Sleeping Car Porters, AFL on the occasion of your Silver Jubilee convention.

I know, too, that you will understand my regret that the urgent matters prevent me from joining you today and delivering this message in person.

That faint-hearted few who doubt the vitality of our free way of life to move steadily, perhaps slowly at times, toward the full realization of democracy for all our citizens would do well to study the history of your great organization since it was founded twenty five years ago. There are few, if any organizations in our country, which have had to overcome more formidable obstacles in achieving such substantial benefits for their members.

But in a larger sense, the Brotherhood has securely earned its place in the history of the past quarter century of progress for the constructive role it has played in helping to expand opportunity and in securing all the democratic rights of full citizenship for the many millions of Americans who are Negroes.

It is no accident, I am proud to say, that the greatest progress toward meeting the set goals and securing these rights has been made during the tenure of two Democratic administrations.

While America has been moving steadily toward fuller freedom for all, great parts of the world have been moving backward to a kind of slavery which, despite its trappings, is as old as time.

Once again those who cherish freedom and individual dignity are involved in a great struggle for the minds, hearts and loyalties of millions all over the world, a great majority of whom are members of the colored race.

In this struggle, America's Negroes are destined to play an ever more historic role.

All America is proud of the valourus performance of America's Negro fighters in Korea. Their courage, skill and high morale will give new impetus to the measures we have undertaken to insure that America's armed forces will be the most democratic in the world. Their achievements on the battlefield presage the more important role which American Negroes are destined to play in our bold new program to help the long-oppressed peoples of Asia and Africa help themselves toward freedom, dignity and self government and away from colonialism, exploitation and imperialism, whether it be old or new.

Your organization belongs to that great majority of Americans who understand that the strength of our nation in this great struggle can never rest solely on force of arms. Those who have obstructed the progress of civil rights legislation in the Congress, must bear the responsibility for the partial moral disarmament of America before the world.

All America should be grateful to your organization for the pioneering it has done on this and other related questions. I am especially grateful for your organization's continued support and encouragement in the achievement of effective civil rights legislations which I still regard as the major, or one of the major pieces of unfinished business before my administration and the Congress.

With best wishes for a successful convention which will launch your organization on its second quarter-century of progress, I am yours sincerely

Harry S. Truman
President

August 17, 1950

Mr. Walter White
N. A. A. C. P.
20 West 40 Street
New York, N. Y.

Dear Walter:

Just a word to say that the Brotherhood is holding its 7th Biennial Convention and Silver Jubilee Anniversary in New York City, September 10-15, 1950 at the Theresa Hotel's Skyline Ballroom. Delegates in attendance at the Convention will come from various parts of this country and Canada.

Because of the great job you have done for the cause of civil rights and American democracy, I want to request you to bring greetings to our Convention Tuesday, A.M., September 12th. I assure you that the officers and members of the Organization will appreciate your statement to the Convention.

We are in the process of getting our program to the printer and would be pleased to know if you will be able to be with us on this occasion.

With cordial good wishes, I am

Sincerely yours,

APR:hm

A. Philip Randolph
International President

WEISS AND GELLER, NEW YORK, INC.
ADVERTISING AND MARKETING
400 MADISON AVE • NEW YORK 17
PLAZA 3 • 4070

Convention

August 17, 1950

Mr. A. Philip Randolph
Brotherhood of Sleeping Car Porters
217 West 125th Street
New York, New York

My dear Mr. Randolph:

The date of your convention is rapidly approaching, and because we in this organization are concerned deeply and personally with the success of this convention, we discussed the situation at great length this morning.

It is regrettable indeed that obstacles arose to affect our contacts with the Pennsylvania Railroad and the Pullman Company - two organizations that we had hoped would be the leading factors in our convention program plans. Furthermore, it is unfortunate that due to some confusion, the Brotherhood contracted for space with Schenley Distillers at a price far below the figure we had mentioned in our discussions.

We felt it would be advisable, therefore, to withdraw from the advertising representation of the convention program, and to allow your organization to conduct its solicitations in any manner you judge best.

At the same time, we want to express our high personal regards for you, Mr. Mc Laurin and Mr. Brown, and to offer our co-operation by sending you herewith the proposed program with the cover and all the layout features that our Art Department has created.

With very best wishes.

Sincerely,

Max A. Geller

MAX A. GELLER

MAG:ls
encl.

AMERICAN FEDERATION OF LABOR

LONG DISTANCE TELEPHONE NATIONAL 3870-1-2-3-4
CABLE ADDRESS AFEL.

Executive Council
President, WILLIAM GREEN
Secretary-Treasurer, GEORGE MEANY
A. F. of L. Building, Washington, D. C.

First Vice President, WILLIAM L. HUTCHESON, Carpenters' Bldg., Indianapolis, Ind.
Second Vice President, MATTHEW WOLL, 870 Lexington Ave., New York, N. Y.
Third Vice President, JOSEPH N. WEBB, 621 Alta Drive, Beverly Hills, Los Angeles, Calif.
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Fifth Vice President, DANIEL J. TOBIN, 222 East Michigan St., Indianapolis, Ind.
Sixth Vice President, HARRY C. BATES, 815 Fifteenth St., N. W., Washington, D. C.
Seventh Vice President, W. C. BRITHENSTEY, Delaware at Twelfth Street, Indianapolis, Ind.
Eighth Vice President, W. C. DOHERTY, 1525 H St., N. W., Washington, D. C.
Ninth Vice President, DAVID DUBINSKY, 1710 Broadway, New York, N. Y.
Tenth Vice President, CHARLES J. MACGOWAN, 504 Brotherhood Bldg., Kansas City, Kans.
Eleventh Vice President, HERMAN WINTNER, 3719 N. Wilton Ave., Chicago Ill.
Twelfth Vice President, D. W. TRACY 1200 Fifteenth St., N. W., Washington, D. C.
Thirteenth Vice President, WILLIAM L. MCFETRIDGE 130 N. Wells Street, Chicago, Ill.

Washington 1, D. C.

August 17, 1950

Cons

Mr. A. Philip Randolph, President
Brotherhood of Sleeping Car Porters
217 West 125th Street, Room 301
New York 27, N. Y.

Dear Sir and Brother:

I gladly respond to your request to supplement your request made to the President of the United States to address your convention which will be held within the near future.

I am planning to have a conference with the President this week and when I meet him, I will gladly remind him of your kind invitation and urge him to accept it.

Very truly yours,

Wm Green

President,
American Federation of Labor

ds

August 17, 1950

Rev. John LaFarge
America
329 West 108 Street
New York 25, N. Y.

Dear Father LaFarge:

I would not tell you that the officers and members of the Brotherhood and myself personally are appreciative of your consent to bring greetings in person to our 7th Biennial Convention and Silver Jubilee Anniversary which will open at the Golden Gate, 42nd Street and Lenox Avenue, 3:30 p.m., Sunday, September 10th.

Because of your distinguished record of championship of the cause of the downtrodden and your standing for justice and freedom without regard to race, color, religion, national origin or ancestry, your remarks will be of notable significance to our meeting.

With cordial good wishes, I am

Fraternally yours,

A. Philip Randolph
International President

APRhm

August 18, 1950

Mr. Henry Epstein
30 Broad Street
New York 4, N. Y.

Dear Mr. Epstein:

Just a word to thank you for your greetings to the Brotherhood Convention. I need not tell you it will sound a fine note of brotherhood.

Sincerely yours,

A. Philip Randolph
International President

APR:hm

DEPARTMENT OF STATE

NEW YORK, N. Y.

251 West 57th Street

Cont

August 18, 1950

Mr. A. Philip Randolph
International President
Brotherhood of Sleeping Car Porters
217 West 125th Street (Room 301)
New York 27, New York

Dear Mr. Randolph:

As Mr. Penn of this office wrote you on August 11, the Voice of America would like to record portions of the Brotherhood's Convention beginning September 10 for overseas broadcast.

I wonder if you could send us a prospectus of your Convention -- an agenda, perhaps, with a day by day schedule of Convention events. Also helpful would be a summary in narrative form of the tasks before the Convention -- what it means to accomplish. When we have this information we will be better able to plan our coverage and we will then ask you for a meeting at which we can iron out final details.

I would like to say that we are looking forward to getting out of the Convention a good story for our foreign listeners on the workings of an interesting segment of our American democracy.

Yours very truly,

Arthur Kaufman
Acting Chief, Special Events Unit
International Broadcasting Division

Chief:
I have made a copy of this letter for Bill Duffy's and my use.
Bronnie

August 18, 1950

Mr. David Penn
Chief, Special Events
International Broadcasting Division
521 West 57 Street
New York, N. Y.

Dear Mr. Penn:

Thanks a lot for your letter of August 11th informing me that your Department will get in touch with us to plan preliminary arrangements for coverage of our program.

Very truly yours,

A. Philip Randolph
International President

APR:ha

Copy to Chicago, Tribune, Defender, Daily News, Sun & Times, Herald Examiner

PRESS RELEASE
To be published August 21st

Committee

International Union
BROTHERHOOD OF SLEEPING CAR PORTERS
3947 Drexel Blvd., 2nd Fl.
Chicago, Illinois

NEGRO LEADER SAYS MINORITIES HAVE STAKE IN VICTORY OF UNITED FORCES IN KOREA

Chicago, Illinois, August 18th, 1950

The 25th Anniversary Celebration of the Chicago Division of the Brotherhood of Sleeping Car Porters in the International House of the University of Chicago, A. Philip Randolph stated that, "the Negro along with all minorities and labor have a stake in the victory of the armed forces of the United States and the UN, not only in driving the army of the North Korean government, puppet of Soviet Russia, from whence it came beyond the 38 paralell, but will also halt the march of Russian Communism toward its objective of world conquest."

Mr. Randolph pointed out, "that while recognizing the limitations and shortcomings of American democracy, the only hope and salvation of minorities, ~~including Negroes and labor,~~ enjoying the status of free peoples and a free trade union movement, lies only in the framework of democracy which gives racial and religious groups together with the trade union movement the right to fight for their rights. In Russia, he continued, labor unions are organs of the state and subject to the whim of Dictator Stalin. Whereas, in democratic countries workers are free to exercise the right of self-organization and to maintain unions subject to the direction and control of the workers."

"In the Western democracies minorities are free not only to fight for their status of first-class citizenship but to express criticism of the government and its leaders. Whereas, under a totalitarian state, such as Russia, criticism of the state by any minority group would result in its liquidation and suppression.

UNITED HATTERS, CAP AND MILLINERY WORKERS INTERNATIONAL UNION
245 FIFTH AVENUE, NEW YORK 16, N. Y.
Telephone, MUrray Hill 3-1881

ALEX ROSE, *President* MARX LEWIS, *General Secretary-Treasurer* MARTIN LAWLOR, *Label Secretary*

Cont

August 18, 1950

Mr. A. Philip Randolph, President
Brotherhood of Sleeping Car Porters
217 West 125th Street
New York 27, N.Y.

Dear Phil:

I have just received a copy of your press release announcing your Silver Jubilee Convention. My congratulations, of course. Twenty-five wonderful years have gone by, and in those twenty-five years the Sleeping Car Porters, under your leadership, have grown in stature and have made a great contribution to democracy and human dignity. I hope to be visiting your convention.

My best wishes as always.

Fraternally yours,

Irving Salert
Executive Secretary

IS:EG

328

LAW OFFICES
HAROLD A. STEVENS

CORTLANDT 7-9461-2-3

ONE SIXTY BROADWAY, NEW YORK 7, N. Y.

Convention

August 18, 1950

Hon. A. Philip Randolph
International President
Brotherhood of Sleeping Car Porters
217 West 125th Street
New York 27, N.Y.

Dear Chief:

Thanks very much for your letter of August 16th with its message of congratulations and invitation to bring greetings to the convention on September 10th. I accept the invitation with pleasure and feel highly honored.

With warmest personal regards, I am

Sincerely,

Harold A. Stevens

HAS:ac

HAROLD A. STEVENS

ATLANTIC 5-8367

SUITE 1 AND 2

CHARLES WESLEY BURTON
ATTORNEY AT LAW
4304 SOUTH PARKWAY
CHICAGO 15, ILLINOIS

Conf

August 18, 1950

Dear Randolph:

Enclosed herewith please find the glossy print you asked for several days ago. I made a mistake and sent one to Webb, thinking it was the Chicago office that wanted it. I spent last week-end at Fox Lake, Indiana, attending the Talladega College Alumni Retreat for the Midwest. Your request came during my absence from the city, and I have just now discovered that you wanted the glossy print in New York. I trust it is not too late to serve your purpose.

A day or so ago I sent you a note asking that a reservation be made for me at the Theresa for one week, beginning September 9. It will be a great privilege and pleasure to be with you during the forthcoming 25th anniversary celebration of the Brotherhood, and I know you will have a great Convention. I shall be alone, but nevertheless I am anticipating a grand time.

With sincere good wishes, I remain

Fraternally yours,

Charles W. Burton

Charles Wesley Burton

CWB:cr

Chief:
Turned photo over to Mac. Conveyed info on reservation to Billy who states he can comply with Burtons request

Brownie

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United States Senate

COMMITTEE ON
LABOR AND PUBLIC WELFARE

August 19, 1950

Mr. A. Philip Randolph
International President
Brotherhood of Sleeping Car Porters
217 West 125th Street
New York 27, New York

My dear Mr. Randolph:

I have today received a letter from Mr. Matthew J. Connelly, Assistant to President Truman, in reply to the request I made of the President that he give consideration to addressing your Annual Convention.

The letter from Mr. Connelly states in part:

"While the President appreciated the invitation which Mr. Randolph extended to him to attend the Silver Anniversary Convention of the Brotherhood of Sleeping Car Porters, September 10th to 15th, it will not be possible. Frankly, his schedule has been so heavy that he does not feel it is advisable for him to add to his future commitments. I feel sure, however, the President will send a message to this Brotherhood which can be used at the Convention.

"We have also noted your desire that, in lieu of the President's acceptance, the Secretary of State might be able to accept. May I explain that the President has always refrained from asking the members of his official family to participate in any event. He is fully aware of how busy they are, and he feels very strongly that they should be left free to make their own engagements. As the President has never deviated from this policy, the only suggestion I can offer is that you write directly to the Secretary of State."

Mr. Connelly's statements are, of course, self-explanatory. If you wish, I will be happy to forward

ELBERT D. THOMAS, UTAH, CHAIRMAN
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United States Senate

COMMITTEE ON
LABOR AND PUBLIC WELFARE

on your behalf a request to the President that he address a message to your Convention. The protocol on this is for you to address a letter to the President requesting such a statement. If you will send this letter to me, I will forward it directly to the President with the appropriate endorsement.

Also, if you wish, I will be glad to inquire of the Secretary of State whether he might be available to spare time from his urgent concerns to address your Convention.

I regret that the President could not accept your invitation but you, of course, understand the tremendous demands upon his time in these days of world crisis.

With kind personal regards,

Yours very sincerely,

Herbert H. Lehman

Cont

THE NEW YORK TIMES = SUNDAY, AUGUST 20, 1950

RAILROAD PORTERS PLAN UNION PARADE

Brotherhood Will Celebrate 25th Anniversary at 2-Day Convention in Harlem

The Brotherhood of Sleeping Car Porters, A. F. L., will celebrate its twenty-fifth anniversary beginning on Sept. 10, the union announced yesterday.

A two-mile parade through Harlem will start the ceremonies. After the parade there will be a public mass meeting at the Golden Gate Auditorium, Lenox Avenue and 142d Street. Convention proceedings will begin the following day in the Theresa Hotel, Lenox Avenue and 125th Street.

Dr. Ralph Bunche, chairman of the United Nations Trusteeship Commission; William Green, president of the American Federation of Labor, and A. Philip Randolph, president of the brotherhood, will address the public meeting.

The parade will be formed at 144th Street and Seventh Avenue and will move south to 125th Street, east to Lenox Avenue and then north to the auditorium. The union's arrangements committee said it would have a patriotic motif.

The convention sessions will bring together more than 400 delegates representing 18,000 members in 107 locals in thirty-three states and Canada. Simultaneously the Women's Auxiliary will hold its convention at the Harlem Branch of the Young Women's Christian Association, 179 West 137th Street.

When the brotherhood was formed twenty-five yeras ago it had six members. Today, according to union figures, it represents more than 95 per cent of the porters, attendants, maids and bus boys in the Pullman service.

The union has played an active role in the campaign for legislation to outlaw discrimination in employment and in the armed forces. Mr. Randolph led a march on Washington in 1941 that resulted in the first opening of jobs to Negroes in wartime industry.

CHILE'S NEW $90,000,000 STEEL PLANT

The second largest mill in South America, when in full operation, will employ [illegible] workers and turn out 187,500 tons of finished products a year. Of the total cost $48,000,000 was loaned by the Export-Import Bank and the rest was furnished from Chilean sources.

make

Chief, with the idea that you might have failed to get The New York Times in Chicago, last Sunday, I thought you might be interested in this article that appeared in that issue.

Please send it back or bring it back as it is the only one that I have.

Brownie

The same release was sent to all the other dailies and weeklies.

Convention

August 21, 1950

Governor Thomas E. Dewey
State Capitol
Albany, New York

Dear Governor Dewey:

As our plans for the Silver Jubilee Anniversary Convention of the Brotherhood have taken shape, it has been decided that the officers and Board of our Organization will be tendered an official reception at City Hall by the Mayor on Monday, September 11th, the opening day of our formal convention sessions at the Hotel Theresa here.

Also plans call for Monday, September 11th, to be Brotherhood of Sleeping Car Porters' Day by official proclamation of the Mayor.

In view of your interest in the progress of our Convention, and the very kind greetings which you sent for incorporation into our Convention Journal, we were confident that you would like to consider some kind of simultaneous proclamation to the State of New York.

The kind mention of the Brotherhood's support for the State FEPC statute, in your letter of greeting, and your telling phrase, "Everyone who has ever been on a Pullman Car should be a friend of the Brotherhood", suggest a most appropriate theme. At any rate, we are enclosing a compilation of historical highlights of Brotherhood history which might be helpful in drafting such a statement.

We have suggested to the Mayor's Office that Monday would be the most appropriate day, in view of our reception at City Hall on that day.

Sincerely yours,

A. Philip Randolph
International President

APR:RB
enc.

Convention

August 21, 1955

Mr. Vincent Impellitteri
Acting Mayor
City Hall
New York, New York

Dear Mr. Impellitteri:

In celebration of the Silver Jubilee Anniversary Convention of the Brotherhood of Sleeping Car Porters, the Mayor's Reception Committee has already kindly arranged that the officers of the Brotherhood shall be received at City Hall on Monday, September 11th at noon, the opening day of our Convention session.

At a recent meeting with Mr. Grover Whalen, we neglected to make the suggestion that the Mayor officially proclaim Monday, September 11th as Brotherhood of Sleeping Car Porters Day in honor of the Union's twenty-five years of achievement in advancing the welfare of its members as well as the entire Negro community. I might add, with pride, that our Brotherhood was born in the City of New York.

We are confident that you will give this matter your consideration, and are therefore enclosing a copy of a release from our office recounting some of the historical highlights of Brotherhood history which might be the basis for such a proclamation, to be released by your office, probably the week before our reception at City Hall.

Very truly yours,

A. Philip Randolph
International President

APR:EB

Labor's League for Political Education

WILLIAM GREEN
Chairman

GEORGE MEANY
Secretary-Treasurer

JOSEPH D. KEENAN
Director

Executive

LABOR OMNIA VINCIT

1525 H STREET, N. W.
WASHINGTON 5, D. C.
TEL. EXECUTIVE 0220

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HERMAN WINTER
MATTHEW WOLL

August 21, 1950

Mr. A. Philip Randolph, Member
Administrative Committee
Labor's League for Political Education
Room 301, 217 W. 125th Street
New York, New York

Dear Sir and Brother:

The next regular meeting of Labor's League for Political Education will be held on Monday, September 18,1950, in the Jade Room of the Rice Hotel, Houston, Texas following a dinner to be held at 7:30 P.M.

A motion was adopted at the last Administrative Committee meeting, that one whole day be set aside during the American Federation of Labor Convention for our National Committee meeting for the purpose of discussing politics. We therefore, want to stress the importance of your attending the Administrative Committee meeting, as there are many urgent matters to be decided upon prior to the National Committee meeting.

With best wishes, I am

Sincerely and fraternally,

Wm Green

William Green,
Chairman
Labor's League for
Political Education

George Meany,
Secretary-Treasurer
Labor's League for
Political Education

mb

YOU WON THE DAY—IN THE AMERICAN WAY!
You have another date—November 7, 1950

J-4899

FOUNDED 1909

LONGACRE 3-6890

NATIONAL ASSOCIATION FOR THE ADVANCEMENT OF COLORED PEOPLE

20 WEST 40TH STREET NEW YORK 18, N. Y.

August 23, 1950

Dear Phil:

Thank you for your letter of August 17th.

I am happy to accept your invitation to bring greetings to the Brotherhood on Tuesday, September 12th, on the occasion of its 7th Biennial Convention and Silver Jubilee Anniversary.

Ever sincerely,

Walter

Executive Secretary.

Mr. A. Philip Randolph,
International President,
Brotherhood of Sleeping Car
Porters,
217 West 125 Street
Room 301
New York 27, N. Y.

ww/mdj

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United States Senate
COMMITTEE ON BANKING AND CURRENCY

August 23, 1950

Mr. A. Philip Randolph
Brotherhood of Sleeping Car Porters
217 W. 125th Street
New York 27, N. Y.

Dear ~~Mr.~~ Randolph:

I have just learned from the White House that the President will not be able to address your convention this September but that he will send a message to the Brotherhood of Sleeping Car Porters.

The President has made it a policy not to urge the members of his Cabinet to take on any particular speaking engagements, and it was suggested that I write to Secretary Acheson directly. I have just done so, and I hope that he may be able to accept.

Faithfully,

Paul

Paul H. Douglas

phd;jrf

Chief:
As you can see I have answered the Senator's
Congratulations Brownie.

August 25, 1960

Hon. Paul H. Douglas
United States Senate
Committee on Banking and Currency
Washington, D.C.

Dear Paul:

I want to thank you for your letter of August 22nd. We sincerely appreciate your efforts in interceding with the President and Secretary Ashmore. We believe that our Convention is an essential forum for Secretary Ashmore to enunciate certain aspects of the foreign policy of the United States regarding Korea and the Asiatic and African peoples.

I want you to know that I personally appreciate all that you are doing, because you are familiar with the struggles and growth of our Organization, and we have have a strong admiration for your efforts past and present.

Cordially,

A. Philip Randolph
International President

APR:RB

Convention

August 24, 1950

Honorable Herbert H. Lehman
United States Senate
Washington, D. C.

My dear Senator Lehman:

Thank you for your letter of August nineteenth, your kind intercession with the White House, and your proffer of further assistance in our convention arrangements.

Since my latest letter to you, Mr. David Niles telephoned me conveying the President's regrets and offering to draw up a personal message from the President to be delivered to the convention by Secretary of Labor Tobin; who had already agreed to address our convention on the opening day of the formal sessions, September eleventh.

In the meantime as well, as you suggested, we have approached Secretary of State Acheson in the hope that he will be able to address our convention, inasmuch, as he will be in New York that week for a meeting with the Foreign Ministers of Britain and France. We are still waiting final word on this matter.

We appreciate the tremendous demands of their offices, as well as your own, and are grateful for your consideration and suggestions.

Cordially yours,

A. Philip Randolph

APR:agb

FEDERAL SECURITY AGENCY
SOCIAL SECURITY ADMINISTRATION

BUREAU OF OLD-AGE AND SURVIVORS INSURANCE

IN REPLYING, ADDRESS:
SOCIAL SECURITY ADMINISTRATION
FIELD OFFICE
WEIL BUILDING
505 WEST 125TH STREET
NEW YORK 27, N. Y.

August 24, 1950

Mr. A. Philip Randolph
Brotherhood of Sleeping Car Porters
217 West 125 Street
New York 27, New York

Dear Mr. Randolph:

On behalf of the Federal Security Agency, especially the Old-Age and Survivors Insurance Bureau, we wish to offer the services of our office to the officers and members of your organization during your convention, September 10 to 15, 1950, at the Theresa Hotel.

With the coordinated program of the Railroad Retirement Board and the Old-Age and Survivors Insurance Bureau, through which survivor benefits are paid railroad employees on wages earned in both employments in addition to railroad employees qualifying separately for benefits under our program, your members may desire additional information concerning the Old-Age and Survivors Insurance Program. Our office will be glad to arrange an exhibit, provide literature for distribution and send a representative to explain the program, if desired.

We expect before September 10th the President will sign the bill amending the Social Security Act which will materially change our present program.

If interested, we will be glad to discuss with a representative of your office the services our office can render your organization during its convention.

Sincerely yours,

George E. Cohron
Manager

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United States Senate

COMMITTEE ON
LABOR AND PUBLIC WELFARE

August 24, 1950

Cord

Dear Phil:

It was good to get your note of August 4th. I want you to know that I have just gotten in touch with some of my friends in the White House and urged them to consider your invitation to the President very carefully. I think it would be ideal for him to attend your convention and deliver a firm message.

Good luck.

Sincerely yours,

Hubert

Hubert H. Humphrey

Mr. A. Philip Randolph
International President
Brotherhood of Sleeping Car Porters
217 West 125th Street, Room 301
New York 27, New York

Convention

August 24, 1959

Mr. Walter White, Secretary
National Association for the
Advancement of Colored People
20 West 40 Street
New York City

Dear Walter:

Thank you kindly for your letter of August 23rd in which you accepted our invitation to address our Convention, on Tuesday, September 15th. We have you scheduled and shall look forward to receiving you.

With kindest personal regards, I am

Sincerely yours,

A. Philip Randolph
International President

APR:HB

Com

August 24, 1960

Mr. Walter White, Secretary
National Association for the
Advancement of Colored People
20 West 40 Street
New York City

Dear Walter:

Thank you kindly for your letter of August 22nd in which you accepted our invitation to address the Brotherhood, on Tuesday, September 13th. We have you scheduled and shall look forward to receiving you.

With kindest personal regards, I am

Sincerely yours,

A. Philip Randolph
International President

APR:RB

COPY

INTERRACIAL REVIEW

20 VESEY STREET
NEW YORK 7

August 25, 1950

Mr. A. Philip Randolph, President
Brotherhood of Sleeping Car Porters
217 West 125th Street
New York 27, New York

Dear Phil:

Delighted to learn from your news release that the Brotherhood of Sleeping Car Porters had received greetings and congratulations from Cardinal Spellman. Glad to learn that Father LaFarge is to be on one of the programs.

I am sure that the observanceof your 25th Anniversary will be an outstanding success and will receive widest publicity.

Congratulations and best wishes, I am

Sincerely yours,

George K. Hunton

GKH:RD

Cont

1070 Stebbins Ave
#54
Bronx 59, New York

DAyton 9-4608

August 27, 1950

Mr. A. Phillip Randolph
International President
Brotherhood of Sleeping
Car Porters
New York City

Dear Mr. Randolph:

The suggestion that the AFRO-AMERICAN NEWSPAPERS carry a comprehensive feature on the Brotherhood and its twenty-five years of achievement was referred to Mr. W. I. Gibson, Editor of the paper.

Mr. Gibson has just informed me that the AFRO feels the suggestion has merit. He points out, however, that, since the newspaper is willing to give the space and engravings for whatever pictures accompany the story, he feels it would be fair for the Brotherhood to bear the editorial expense involved in preparation of the feature - in other words, for my services in doing the story.

As you are doubtless aware, I am not a regular AFRO staffer on salary, but work on assignments and certain rates of payment for the writing I do for the paper in the absence of Mr. Hicks who is in Korea.

Mr. Gibson makes the definite commitment that if I am able to work out an arrangement with you, the paper will use the feature. Since I have a long-standing admiration both for yourself and the organization and, since I know how the paper would want the material presented, I am certain I would be capable - with the cooperation of yourself and your very able publicity aide - of doing a job which would result in a memorable and worthwhile feature story.

My fee would be Fifty Dollars ($50.00). I will phone your office on Monday, August 28 to ascertain whether such an arrangement is possible, for, if we are to do this feature right, we must get to work on it immediately. It should be published in the forthcoming issue to coincide with the convention.

Incidentally, I also have some ideas for some assistance in doing a thorough job of covering the convention for the Big Ten of the Negro weeklies.

Very sincerely
Alfred A Duckett

WATKINS 4-0505

Concede

NATIONAL URBAN LEAGUE

FOR SOCIAL SERVICE AMONG NEGROES

1133 BROADWAY, NEW YORK 10, N. Y.

L. K. GARRISON, PRES.
ELMO ROPER, VICE-PRES.
W. S. TOWNSEND, VICE-PRES.
ORIN LEHMAN, TREAS.
S. T. M. ALEXANDER, SEC'Y.

EUGENE KINCKLE JONES
GENERAL SECRETARY

LESTER B. GRANGER
EXECUTIVE DIRECTOR

R. MAURICE MOSS
ASSOCIATE EXEC. DIR.

August
Twenty-ninth
1950

Dear Phil:

This is formal confirmation of my telephoned message to your office, to the effect that I shall be delighted to bring greetings to your Convention on Tuesday, September 12th, at 4:30 P.M.

With kind personal regards,

Sincerely,

Lester

Lester B. Granger,
Executive Director.

Mr. A. Philip Randolph, Int. Pres.
Brotherhood of Sleeping Car Porters
217 West 125th Street
New York 27, New York

Convention

August 30, 1960

Mr. Frank Brown
[illegible] Beverly Road
Wayne, Michigan

Dear Brother Brown:

Permit me to request and hope that you may be able to attend and address our 7th Biennial Convention and Silver Jubilee Celebration, September 10-15, 1960 in New York City. I assure you that the officers and members will be happy indeed to welcome you as a representative of your great organization, the United Automobile Workers, A.F. of L.

If you can arrange to attend, I hope you will so advise in order that we may make hotel reservations for you and the wife, if you plan to bring her.

Fraternally yours,

A. Philip Randolph
International President

APRsha

Contacts

August 30, 1950

Mr. George E. Cohrom, Manager
Social Security Administration
Field Office
Wall Building
503 West 125 Street
New York 27, N. Y.

Dear Mr. Cohrom:

Thanks a lot for your letter of August 24th offering your services to explain the Federal Security Agency to our membership. We shall be glad to make use of your services at another time because we have already scheduled a representative from the Railroad Retirement Board, who will deal with the Railroad Retirement and Unemployment Insurance Acts, to appear at our Convention.

Sincerely yours,

A. Philip Randolph
International President

APRehm

See Cont

August 30, 1950

Mr. Max Dulzen
270 Broadway
New York 7, N. Y.

Dear Max:

I assure you that the officers and members of the Brotherhood are delighted that you will be able to bring greetings to our Convention. Your comments will be of great significance in these times of stress and strain because of your long dedication to the cause of human rights in general and the rights of minorities in particular.

Sincerely,

A. Philip Randolph
International President

APRthe

HALENA WILSON
International President
Office:
3456 So. State St. — Zone 16
5th Floor
Phone: Victor 7124
Residence:
6046 S. Parkway
Phone: Wentworth 8841
Chicago, Ill.

KATHERINE LASSITER
1st International Vice-President
and Chairman
International Executive Board
103 West 141st Street
New York 56, N. Y.

MAE DAILEY
2nd International Vice-President
4008 W. Belle Pl.
St. Louis, Missouri

FANNIE J. CAVINESS
3rd International Vice-President
209 Maryland Street
San Antonio, Texas

LETITIA MURRAY
4th International Vice-President
4715 Compton Avenue
Los Angeles 11, Calif.

THE LADIES AUXILIARY
TO
THE BROTHERHOOD OF SLEEPING CAR PORTERS, TRAIN, CHAIR CAR, COACH PORTERS AND ATTENDANTS

3456 S. State Street, 5th Floor, Chicago, Ill. — Victory 7124

440

Convention

September 1
1950

ROSINA C. TUCKER
International Secretary-Treasurer
Office:
817 Que Street, N.W., Zone 1
Phone: Hobart 7367
Residence:
1128 Seventh Street, N.E.
Phone: Atlantic 4913
Washington 2, D. C.

MEMBERS
International Executive Board
NORA FANT
CAROLINE B. McWATT
ELLA JOHNSON
MARION SAPPINGTON
ROSIE TAYLOR
ELLA McBRIDE
VELMA COWARD
CARRIE E. WHITE
A. PHILIP RANDOLPH

Mr. A. Philip Randolph
International President
Brotherhood of Sleeping Car Porters
217 West 125th Street
New York 27, New York

Dear Sir and Brother:

The inclosed copies of the Resolutions to be read in the Auxiliary's Sessions at the Convention are being sent for your information and comments.

Fraternally yours,

Halena Wilson

Halena Wilson
International President

HW:ef
inc: 21

National

RELIGION and LABOR FOUNDATION

66 EDGEWOOD AVENUE 6-1327 NEW HAVEN 11, CONN.

Francis J. McConnell
Honorary President

Francis W. McPeek
John G. Ramsay
Chairmen

Loyd F. Worley
Treasurer

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Liston Pope
Edwin McNeill Poteat
A. Philip Randolph
Walter P. Reuther
Joseph Schlossberg
Ben Segal
Glenn J. Talbott
J. Raymond Walsh
Charles C. Webber
Jacob J. Weinstein
R. R. Wright, Jr.

Staff
Willard Uphaus
Witherspoon Dodge

September 1,1950.

Mr. A.Philip Randolph
International President
Brotherhood of Sleeping Car Porters
217 West 125th Street
New York 27,N.Y.

Dear Phil:

I notice in the August issue of The Black Worker your splendid plans for the Seventh Biennial Convention of the Brotherhood. I hope it will be possible for either my colleague,Dr. Witherspoon Dodge, or me to look in on one or more of the sessions.

Would it be possible for one of us to give a brief, five-minute greeting to the delegates and bring to their attention the fact that the Religion and Labor Foundation stands ever ready to make its contribution to their cause?

I know that with your leadership the Brotherhood will have a great convention.

With warm personal regards, I am

Sincerely yours,

Willard Uphaus

Willard Uphaus
Executive Secretary

7

ASA PHILIP RANDOLPH

SUBJECT FILE BROTHERHOOD OF SLEEPING CAR PORTERS

7Th Biennial Convention
25Th Anniversary

1950

Silver Jubilee Anniversary
See
25Th Anniversary (3)

Conf

1070 Stebbins Ave
#54
Bronx 59, New York

DAyton 9-4608

September 3, 1950

Mr A Phillip Randolph
International President
Brotherhood of Sleeping Car Porters
New York City

Dear Mr. Randolph:

I enjoyed immensely working on the enclosed feature. It is always an inspiration to me to have any contact with you and the wonderful work you are doing.

I am rushing the enclosed draft to you. There are some typographical errors - spelling, for instance - which were corrected in the original which I have sent to the AFRO-AMERICAN. If there are any serious inaccuracies, won't you advise me immediately so that I can contact Baltimore.

Please tell Mr. Brown and Mr Dufty how much I appreciated their cooperation.

I will be watching and applauding at the Convention and will make as many seasions as possible.

Very truly yours,
Alfred A Duckett
ALFRED A. DUCKETT

P. S. I do not know if it is clear that the AFRO made no commitment about running a series - merely this one feature in which I tried to cover generally. However, I shall be pleased to cooperate in any way on future copy....AAD

Alfred A. Duckett
1070 Stebbins Ave
#54
Bronx 59, New York

DAyton 9-4608

September 3, 1950

S T A T E M E N T

TO Brotherhood of Sleeping Car Porters (AFL)
217 West 125th Street
New York City

Attention: Mr. A. Phillip Randolph

For preparation of feature news story and pictures for THE AFRO-AMERICAN NEWSPAPERS, as per agreement with Mr. Randolph

$50.00

Alfred A. Duckett

Alfred A. Duckett

TWENTY-FIVE YEARS OF STRUGGLE,
SACRIFICE BUILT PORTERS' UNION
INTO MIGHTY LABOR ORGANIZATION

By ALFRED A. DUCKETT
SPECIAL To THE AFRO-AMERICAN NEWSPAPERS

NEW YORK - This is the story of the sacrifice and struggle, unswerving devotion, intelligence and courage which built a great American labor organization. It is the story of men, once economic slaves, joining hands across this big nation to fight a bitter battle for dignity and economic freedom. It is the saga of the eighteen thousand members of the International Brotherhood of Sleeping Car Porters, AFL, and the intrepid Moses, A. Phillip Randolph who, for twenty-five years has been leading them to the Promised Land, not of milk and honey - of bread earned by the sweat of the brow in the heat of the day - bread earned, not as lackeys, but as free men.

Twenty-five years ago Pullman porters worked from 300 to 400 hours monthly. They earned an average monthly wage of $67.50. They bought their own uniforms and shoe polish, paid for their own meals. They worked and lived with humiliation and the insecurity of men who have no voice to represent them in the quest for their common dream. Overtime pay was small and job security a thing unheard of. Today their working hours have been decreased by fifty per cent and their wages more than trebled. Routine expenses have been taken over by the company. Working conditions are much improved and respect, dignity and assurance given to them. Today they boast an organization comprised of one hundred and seven locals from thirty-three states of the nation and Canada (comprising 95% of the employees on 43 carriers). They represent eleven races - including Mexicans, Filipinos, Chinese, whites and Negroes. They are attendants, maids and bus boys, as well as porters. They have won magnificent victories in the courts, made significant advances in power and prestige. The earning power of the porters alone has gone from seven million dollars in 1925 to fifty six million this year. Their Brotherhood is affiliated with the mighty American Federation of Labor, whose chieftan, William Green, addresses their conventions. When the Brotherhood confabs are held annually, a message of encouragement from the White House is automatically assured. Perhaps the most striking indication of the progress made

in these twenty-five years may be seen in the decision of the Voice of America to beam broadcasts from the Brotherhood's 1950 convention as proof to the people or the world that democracy lives and breathes under an imperfect but expanding, elastic system of government by free men. Yet, at the beginning of the organization of the pullman porters' union, its leaders were reviled as radicals and dangerous agitators.

You have to understand the story of A. Phillip Randolph to understand the story of this organization. You have to know that this sixty-one-year-old leader, broad-shouldered, steady-eyed and uncompromising in honor, was the son of a poor Florida minister; that he worked as a clerk, railroad section hand, digging and shoveling dirt, loading flat cars and laying cross ties and rails, driving delivery wagons, working for fertilizer and trucking concerns and selling newspapers. You have to know that he graduated from high school in Jacksonville, Florida, then decided to find opportunity in the North. Randolph, who got a job as a waiter on the Fall River Line, became dissatisfied with working conditions and/was fired because he organized a protest against the men in their living quarters. When he became a waiter in a Jersey City railroad restaurant, then an elevator operator, he noticed that everywhere men of his color worked, jobs were substandard and there was no protest, no recourse.

This Randolph, fired with the imagination and spirit of youth, began to turn things over in his brilliant mind, to wonder why the wealth of the nation must be concentrated in the hands of a few and the suffering distributed among the many. Convinced of the need for leadership for the black working man, he joined the Socialist Party and, with Chandler Owen, organized the Messenger Magazine. The flaming ardor and brutal frankness of this publication, which spoke out for the rights of working people, brought upon it the label of Communist and agitant. It was branded the most dangerous publication circulated among working people. But, in Harlem, in 1917, Negroes heavily supported the Socialist ticket. A pacifist, during World War War 1, Randolph protested against the was and, in June of 1918,

was charged with obstructing the draft and sentenced to ten years imprisonment for violation of the Espionage Act. He spent only a few days in jail on this charge, however.

Preparing himself to pioneer in labor leadership, Randolph went to the Rand School of Social Science, attended lectures on labor and participated in forums. In 1921, he became the Socialist Candidate for New York Secretary of State. By this time, he had worked out in his mind the solution to the problem of the Negro worker. He had made attempts at organizing workers before the war and, in the post-war period sought to bring together laundry workers, motion picture operators and building and garment employees. It wasn't until 1925 that his efforts were turned in the direction of the porters. In that year a small group of men, keenly aware of the problems of the porters, sought him out. They included Ashley L. Totten, Milton P. Webster, Bennie Smith, C. L. Dellums and E. J. Bradley, all now important key men in the Brotherhood. These men realized that Randolph had never been a porter, but they also knew that he had studied the problems of porters. They wanted him to lead them in breaking the back of a company union, foisted upon them by the Pullman Company, which afforded them puny and sick benefits, but no bargaining power or security. They wanted to weld an important, strong bona fide organization among the porters which could fight their battles.

This was the beginning of the International Brotherhood of Sleeping Car Porters. It was also the beginning of the great war waged by the Pullman Company to prevent the emancipation of their black, economic slaves. Fearful and pessimistic, many of the porters shied away from the new Brotherhood, thinking they could not afford to enrage their masters and lose what little means of livelihood they had. The Pullman Company capitalized on this fear, used every trick known to anti-unionism in a vain attempt to stem the growth of the union. In the first three years of its organization, the Brotherhood had organized more than half of the porters and maids, but, in the first ten years 500 porters were dismissed for union activities. Members

clergy and press, as well as influential leaders, fought the young organization - some from sincere conviction that it represented a hopeless cause which would only result in the porters' losing their jobs - others because the plentiful coffers of the Pullman Company were pouring out funds to anyone who would fight the union. Alarmed at the steady growth of the Brotherhood, the Pullman Company had hired Negro spies, whose assignment was disruption of the union, discrediting of its leaders and exposure of plans to company officials. Next, the company began to replace Negroes they had fired for union activity with Filipinos, hoping to create a false race issue. Standing foursquare, the Brotherhood denied any prejudice against Filipinos and declared it would fight anyone - even other Negroes - who sought to take the jobs of men who only wanted their economic rights.

In a desperate bid for weakening of the Brotherhood, the Pullman Company finally took the fight directm to the porters. The union would be recognized by the company, it was announced, if Randolph were turned out. This only served to convince the porters of the sincerity and importance of Randolph's leadership. They rejected the offer of a deal of this kind.

Personal villification, naturally, was Randolph's lot during the struggle. One of the most frequently-repeated arguments used against him was that he was "a wild-eyed, uppity Negro hustler who had never made up a Pullman berth in his life." This very fact was one of the principal reasons why we was so effective a leader. Pullman had never hired Randolph and it could not fire him. Nor could it buy him or truthfully indict his honesty.

For ten long years the Brotherhood fi ght went on for the inclusion of three little words which would grant them legal recognition under the revised Railway Labor Act of 1934. The words were "sleeping car employees. Not until Randolph had appeared before Senate and House committees and, with his sincerity, eloquence and a string of incontrovertible facts and arguments, convinced the legislators, was this accomplished. This important step made, the porters' leader then called for a vote supervised by the National Mediation Board - a show of strength

to determine whether the porters desired to be represented by the Brotherhood or the company-controlled union, the Pullman Porters and Maids Protective Association. With a thumping victory of 5,931 to 1,422 votes, the Brotherhood won the right to speak for the Pullman employees. In July of the same year, 1935, fortified by the new strength it had achieved, the Brotherhood appealed the case of a porter who had been discharged. The National Railroad Adjustment Board restored him to his job and in the next six years sixty like cases were submitted to the Board.

The snowballing power of the Brotherhood finally forced the hand of the Pullman Company in 1937 - twelve years after the Brotherhood was founded. This marked the beginning of vital reforms in wages, hours and working conditions.

As significant as the fight with Pullman was Randolph's amazing and dramatic campaign within the American Federation of Labor for the breakdown of traditional anti-Negro policies. By dint of his courage and persistence Randolph's union became the first group of predominantly Negro membership to wrest from AFL full status and a charter as an international union, but this was not done overnight. The porters' leader had been sharply criticised for adherence to the AFL many of whose great affiliates were arrogantly lily-white and some even arrantly anti-Negro. He believed, however, that the porters must have powerful allies and that greater progress could be made within the AFL than outside of it. At every AFL convention Randolph became an apparent black Don Quixote tilting the lance of his eloquent fervor against the windmills of American Federation of Labor double-talk and indifference, For many years, on AFL convention floors, Randolph has been a lonely man, hearing the reverberations of his own magnificent voice, know that it was the only voice which would be raised in the cause he espoused. He has spoken, not alone for the porters. Today there are 900,000 Negroes in the American Federation of Labor and the barriers which have been crushed, the respect which has been achieved, the hard-won concessions which have been gained are, in large measure, the result of the porters' leader

who never gave up his fight. Throughout the long battle, the porters found that AFL top man William Green was "always on our side."

One of the most significant victories achieved by the Brotherhood was the successful fight ahainst the lily-white Brotherhood of Railway Trainment which tried to displace Negro train porters with whites. Randolph's union delivered a smashing blow to the biased trainmens' efforts in the courts and when the latter sought to get state legislatures to connive in the conspiracy against jobs held by Negroes, the Brotherhood went into each state and beat down the attempt.

Another important triumph, in 1940, was the thwarting of the abortive effort on the part of the jimcrow Brotherhood of Locomotive Firemen and Engineers to take over jobs of Negroes who had been hand-feeding engines on Southern railroads for many years. With the stokerizing and dieselizing of engines, these jobs, once regarded with contempt by whites, became plums which white workers sought. The white firemens union entered into conspiracy with Southern railroads for the elimination of Negroes. The Brotherhood of Sleeping Car Porters organized the Protective Committee for the Organization of Colored Locomotive Firemen and has been consistently successful in the courts and before the National Mediation Board in fighting this conspiracy.

In the now-famed Graham case, on which a decision was rendered late last year, the United States Supreme Court upheld the Brotherhood's demandfor restraining of the Locomotive Firemen and Enginemen from negotiating a "white only" agreement with railroads.

But this has not solved the basic problem. Pressure must be brought to bear upon the jimcrow railroad unions. In June of this year Theodore B. Brown, Research Director of the porters' organization, presented before the House of Representatives' Committee on Interstate and Foreign Commerce Randolph's well-documented plea that agreements entered into with labor organizations which practise racial or religious exclusion be nullified and that such unions be denied the right of union shop and check off.

There are two phases of achievement, related not only to their own welfare, but to that of democracy itself and the fifteen million Negroes in America, of which Randolph and his organization are justifably proud.

It is now history that Randolph, backed to the hilt by his organization and by every important national Negro leader, struck a stunning blow for democracy when he mobilized the "March On Washington Movement," sounded a clarion call for job democracy during World War II, faced Franklin Delano Roosevelt across the bargaining table and replied to the President's appeal to "stop this agitation" with the classic retort:

"Mr. President, we will not cease this agitation. You must stop discrimination. We do not propose to fight for democracy in Burma and not get it in Birmingham."

The President, like the Pullman Company, bowed before the determined passion of an honest and strong man, and issued the precedent-setting Fair Employment Practices Commission. While, FEPC has been abolished, it did immeasurable good for the cause of democracy, introducing Negroes into job categories previously barred to them, and, although the nation has no permanent FEPC, many states have adopted it.

The second phase - and Randolph feels that today there is no more important consideration in the ceaseless fight for expanding democracy and first-class citizenship for the Negro,- is the two-fisted assault which has been made against jim crow in the armed forces. With Grant Reynolds, erstwhile Republican leader, Randolph speaheaded the National Council for Equality In The Armed Forces which shocked the nation by counselling Negro youth to reject jimcrow service. Randolph, who abandoned his Socialist and pacifist inclinations to support the war effort in World War II, is firmly committed to the fight against world-spiralling Communism, stands committed to support of the Korean War, but still insists that every vestige of racial bias must be purged from the services if we are to deserve our leadership in world councils. The Armed Forces Council which he spearheaded has stopped advising Negroes to refuse to serve in a jimcrow army, but it has not stopped fighting. Tremendous advances have been made in democratization of the

services since Randolph and Reynolds conferred with the President, appeared before legislative committees and held public hearings on jimcrow in the armed forces in key cities of America. The $2 a month dues which are paid by 18,000 members of the Brotherhood of Sleeping Car Porters have aided both the FEPC and the armed forces fight.

The earnest, compelling man who lead the porters to victory - who is still leading them - refuses to accept a salary of more than $4000 a year. He could be one of the highest-paid Negroes in the United States - and when you come to think of it, he is. For A. Phillip Randolph has earned the love and loyalty of his legions of followers and the admiration and respect of countless Americans, black and white, for whom he has demonstrated what he enuciates clearly today:

"The most sacred right in America is the right to fight for your rights."

For twenty-five years he has been fighting for the rights of other people. There's a wonderful cliche in a wonderful book that goes something like this - .....Greater love hath no man.....

---30---

PICTURE CAPTIONS

PHOTOSTAT

Back in 1928, when the Brotherhood of Sleeping Car Porters, a struggling infant union, started a public campaign against tipping, in order to win public support for raising of meagre wages, the powerful Pullman Company played a high card by getting their aged Chairman of the Board, Robert T. (Tad) Lincoln, son of the Great Emancipator, to issue a statement in protest against the proposed wage boost. The son of the Civil War President pointed out that raising of the wages of porters without reducing their tips would mean increased income for them. He questioned whether this was desirable. The Brotherhood promptly trumped the Pullman ace by issuing the above leaflet. The porters organization has made generous use of clever propaganda techniques in its fight for economic freedom.

PICTURES

No. 1. - 2 - 3 - Possessing a deeply sonorous voice, unimpeachable diction and a flow and command of English, A. Phillip Randolph, head of the Brotherhood of Sleeping Car Porters, is considered one of the nation's top orators. No rabble-rouser, he has a flair for the effective phrase, scored mightily at a memorable March On Washington Rally in New York during World War II when he told thousands of hoarsely-cheering listeners, "They say that the trouble the Negro has is because he is black. The trouble the Negro has today is not because he is black. It is because he is yellow." Randolph is shown in various moods while speaking in the above pictures.

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PIC 4

Brotherhood's International Field Organizer is B. F. McLaurin, highly popular official who works indefatigably.

---30---

PIC 5

Well-trained, energetic Theordore E. Brown, Director of Research for the Brotherhood keeps his fingers on current developments, supplies background

(more)

material for the various court litigations, legislative committee appearances, capably edits organization's official publication, "The Black Worker," from his offices in the Brotherhood's main headquarters on 125th Street in New York's Harlem.

---30---

PIC 6

Officials of the Brotherhood are shown in session with New York's famed greeter, Grover Whalen, planning details of the City Hall Reception set for Monday, May 11, and the testimonial luncheon at the Waldorf-Astoria Hotel, honoring President A. Phillip Randolph. These events are all in connection with the Brotherhood's Silver Jubilee Convention September 10 to 15 in New York City when the union observes its 25th anniversary. On Mr. Whalen's right (Whalen is in front of desk blotter) is Brotherhood Secretary-Treasurer Ashley W. Totten. Standing behind Whalen, left to right, are Organizer McLaurin, T. T. Patterson, vice-president of the union's New York division; Theodore E. Brown, director of research for the organization; O. W. Bynum, chairman of the Brotherhood entertainment committee, and William Bowe, chairman of the New York Division Executive Board. Others pictured are staffers and members of the Mayor's Reception Committee.

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PIC 7

E. J. Bradley, who was once a porter, gave up his job, lived almost on nothing to help organize porters' group into the powerful organization it is today. Bradley, started out twenty-five years ago, along with other ~~original~~ union founders, including Ashley L. Totten, M. P. Webster, C. L. Dellums and Bennie Smith. All these men are now important officials of the Brotherhood. Whenever he speaks of union's achivements, Randolph always cautions newsmen to give credit to the team of men who sacrificed and struggled and accepted abuse for the cause. Bradley's from St. Louis and ~~x~~ Third International Vice-President.

---30---

PICTURE CAPTIONS - RANDOLPH STORY - CONTINUED - PAGE TWO - DUCKETT

PIC 8

Chicago Republican leader, Milton P. Webster, Brotherhood's First International Vice-President, a pullman porter for twenty-five years, was appointed by Democrat Franklin Roosevelt as a member of the committee which implemented FEPC during World War II.

PIC 9

Another stalwart who helped organize the union, has been with it ever since is Bennie Smith, Second International Vice-President. Smith's labors of love for the organization resulted in his being beaten several times, a tragedy which was visited upon other key figures in the Brotherhood. With Smith, shown at a recent convention scene is President William Green of the American Federation of Labor, with which the Brotherhood has been affiliated since 1929. Green has been strong ally of the union, both in its fight on Pullman and racial discrimination in jobs and the armed forces, and in its fight for integration into the AFL itself.

---30---

PIC 10

Helena Johnson, International President of the Womens' Auxiliary of the Brotherhood, efficiently leads 2500 women members who back their men in every activity, regularly raise money for scholarships for deserving youngsters. Rosina C. Tucker is International Secretary-Treasurer of the Auxiliary. Group has affiliates in Canada, participates in consumer co-ops throughout nation, was established twenty-five years ago along with the Brotherhood.

---30---

CUT

Brotherhood's distinguished Ashley E. Totten is Secretary-Treasurer, also heads important Virgin Islands Civic Association.

---30---

FROM:
INTERNATIONAL BROTHERHOOD OF
SLEEPING CAR PORTERS
217 W. 125th Street
Mo 2-5080 -- Dufty

For RELEASE MONDAY PAPERS
SEPTEMBER 4, 1950

NEW YORK-- Delegations from both CIO and AFL unions will march in the two-mile parade through Harlem Sunday (Sept. 10) to celebrate the opening of the Silver Jubilee Convention of the Brotherhood of Sleeping Car Porters, AFL.

Participation in the parade-- honoring the Brotherhood's founding 25 years ago-- has been recommended to all CIO and AFL affiliates in New York City by unanimous resolution of the New York City Industrial Union Council, CIO, the AFL Central Trades and Labor Council as well as the United Hebrew Trades and the Women's Trade Union League.

Brotherhood President A. Philip Randolph will march at the head of 1000 uniformed Porters, Car Attendants, Maids and members of the Ladies Auxiliary. AFL Musicians Local 802 will provide one of six bands which will head the delegation representing the Negro Labor Committee and its affiliated unions.

Next in line will come units of "scores of progressive AFL and CIO unions which have traditionally supported the Negro in his struggle for equality and justice, "according to Ashley L. Totten, International Secretary Treasurer of the Brotherhood who will serve as Parade Marshall.

In a joint statement hailing the Porters Jubilee, Negro Labor Committee officials Frank W. Crosswaith and Noah A. C. Walters declared:

"The Parade will be a testimonial to the Brotherhood and its leaders, to the influence of the Negro in the labor movement and to the unwavering faith of American Negroes in democracy, as against any form of totalitarianism.

Mr. Crosswaith, Negro Labor Committee Chairman is General Organizer for the International Ladies Garment Workers Union and Mr. Walters, Organizer of the Negro Labor Committee, is a member of the New York State Industrial Commission.

Pointing out that the Brotherhood had surmounted bitter opposition not only from their employers and some Negro political leaders, but from American Communists as well, the Negro Labor Committee officials said: "The Porters Silver Jubilee will serve as an eloquent answer to the cease-

The Parade will assemble at 1:00 p.m., Sunday September 10, at 144th St. and Seventh Ave. moving south to 125th Street, east to Lenox Ave. and north to 142nd St. for a public Mass meeting at the Golden Gate Auditorium to be addressed by Dr. Ralph Bunche, Chairman of the UN Trusteeship Commission, AFL President William Green and Brotherhood President A. Philip Randolph.

Formal convention sessions will open Monday morning when more than 400 delegates representing 107 locals in 33 states and Canada will assemble in the Skyline Room of the Hotel Theresa, Seventh Ave. and 125th St.

Brotherhood officials will be the guests of the City of New York at a formal reception at City Hall Monday noon Sept. 11, to be followed by a testimonial luncheon honoring Brotherhood President A. Philip Randolph given by the Mayor's Reception Committee at the Waldorf Astoria Hotel.

In addition to the CIO and AFL union delegations, the Parade will include St. Marks Catholic Church Bugle Corps, and St. Martin's Episcopal Church Cadets and Band; the American Virgin Islands Association and Band, the Improved Benevolent Order of Elks and Women's Auxiliaries, the West Indian Benevolent Organization and the Young Men's Christian Association.

The full program of the Sunday Mass Meeting at the Golden Gate Auditorium is appended:

GOLDEN GATE BALLROOM
142nd Street and Lenox Avenue

3:00 P.M. National Anthem	Prof. Hulbert Finlay and Concert Band
3:05 P.M. Invocation	Rev. John H. Johnson, Rector, St. Martins Episcopal Church
3:10 P.M. Welcome from Chairman	Ashley L. Totten, Int'l Sec.-Treas. BSCP
3:15 P.M. HOLD THE FORT	Sung by the Assembly
3:20 P.M. Greetings	Rev. John La Farge, S.J. Editor, America
	Rabbi Bernard J. Bamberger, President Jewish Synagogue Council
	Bishop B. Bromley Oxnam, Past President Federal Council of Churches of Christ in America
3:35 P.M. Negro National Anthem LIFT EVERY VOICE AND SING	Sung by the Assembly
3:40 P.M. Greetings	Mrs. Halena Wilson, Int'l Pres. Ladies' Auxiliary, BSCP
	Assemblyman Harold Stevens, Counselor Brotherhood of Sleeping Car Porters
3:50 P.M. Song	Miss Bernice Edwards, Soprano
4:00 P.M. Address	Dr. Ralph Bunche, Director of Department of Trusteeship and Information from Non-Self Governing Territories
4:25 P.M.	Concert Band Selection
4:30 P.M. Address	William Green, President, A. F. of L.
5:10 P.M. GO DOWN MOSES	Brotherhood Choral Group
Brotherhood Marching Song	Choral Group and Assembly
5:20 P.M. Address	A. Philip Randolph, Int'l President Brotherhood of Sleeping Car Porters
5:55 P.M. Benediction	Rev. Paul E. West, Lutheran Church of the Transfiguration
6:00 P.M. Adjournment	

FROM:
INTERNATIONAL BROTHERHOOD OF
SLEEPING car PORTERS
217 W. 125th St.
Mo. 2-5080 --Durty

FOR RELEASE MONDAY PAPERS
SEPTEMBER 4, 1950

NEW YORK---"Moral Rearmament Against Communism, Racism and Fascism for Democracy and Peace" will be the theme of the Silver Jubilee Convention of the Brotherhood of Sleeping Car Porters, AFL, opening here Sept. 10, President A. Philip Randolph announced this week.

In a pre-convention statement outlining the accomplishments of the Brotherhood's first 25 years Mr. Randolph declared:

"The conflict today between the world of color and the doctrine of white supremacy is secondary only to the world-wide struggle between democracy and communism."

"The world of color is in flames as millions seek the right to determine their own destiny, to win relief from poverty and attain the status and dignity of free men.

"Political democracy as we know it needs restatement to the people of Asia and Africa that it may have a definite content of economic and ethnic equality that it does not have today.

"In 1950 it is not enough to tell the people of Asia and Africa that America is committed to the principle of the ballot, the right to engage in free enterprise and representative government.

"These people want land. They want bread. They want independence, freedom from colonialism and freedom from insult. The greatest assurance of survival for democratic civilization can come from the recognition by Western Democracy that the people of Asia and Africa must possess the self respect of free men."

Randolph warned that fascism, while not an immediate danger, is an ultimate menace, "as long as monstrous concentrations of economic wealth remain in the hands of a few as an invisible empire built on the forms of democracy."

"But all these problems can be solved as long as the people hold dear and priceless our Bill of Rights. Under the Bill of Rights, Labor, Negroes and other minorities possess the right to fight for their rights. This is the most basic right of all --a right which does not exist in any totalitarian country whether it be Communist Russia, Franco Spain, or the Malan Govern-

(more)

ment of the Union of South Africa.

"The establishment of peace is essential to the development and maturing of our civilization. But a free people will never accept peace at any price. America cannot and will not accept peace on Communist Russian terms. Appeasement can only result in communist world domination.

"For labor and minorities who cherish the right to shape their own lives, there is no fate worse for mankind than world domination and control by Communist Russia. Under it the dignity and free expression of the human personality is destroyed.

"These are the principle reasons for the theme of our convention," Randolph said.

In reviewing the accomplishments of the Brotherhood's first twenty five years, Randolph singled out the following as most important:

"The Brotherhood has brought black and white workers together and made them cognizant of their common aims and common enemies.

"The Brotherhood broke the Negro worker loose from the apron strings of a benevolent American capitalism, known as philanthrophy, and gave him an important place in the ranks of labor fighting for the basic rights of labor.

"Aside from the tremenduous accomplishments of the Brotherhood in winning economic gains and job security for its members, the union gave the Negro a sense of self-respect and a sense of belonging to the great family of organized labor."

The Brotherhood caused American labor to become more democratic and more conscious of the human values of demcracy. "For 25 years, and from convention to convention, we have pressed on all labor the necessity for accepting all mena as equals regardless of race, color, national origin or ancestry." " In all humility, " Randolph declared, the Brotherhood can take the responsibility for the American Federation of Labor's committment to the idea which it resisted for years-- the principle of Fair Employment Practices legislation which the AFL now officially supports and promotes through participation in the National Council for a Permanent FEPC.

"The Brotherhood is proud of its first twenty-five years participation in the labor movement. The Labor movement is a citadel of democracy and liberty and the American Negro, the most humble and exploited of its ranks, has deepened labors consciousness of its real and genuine mission.

"Today the Brotherhood is strong, not only in numbers, but with the enduring strength that comes from 25 years of real sacrifice and suffering, on behalf of its ideals and aspirations."

-30-

Correction

September 7, 1950

Mr. Alfred Dudevitch
1290 Madison Avenue
Bronx, New York

Dear Alfred:

Enclosed articles. Thanks. It is quite good. Find enclosed check for fifty dollars for music.

Sincerely yours,

Dr. Philip Rudolph
Administrative President

APR:ER
enc.

Convention

September 7, 1950

Mr. William Spinn
Executive Secretary
National Religious and Labor Foundation
66 Pilgrimage Avenue
New Haven, Connecticut

Dear Mr. Spinn:

In answer we will be glad to welcome you at the Brotherhood's Convention and have you say a word.

Fraternally yours,

A. Philip Randolph
International President

APR:MB

Convention

September 7, 1950

Mr. Guthrie Williams
[illegible] Avenue, Apt. 2
c/o Hunter
New York City

Dear Mr. Williams:

Another Lytwin, a member of the Brotherhood of Sleeping Car Porters, suggested that you wanted to present a folder for sale to the delegates at our Convention to carry under their shirts. May I say that the organization but the policy not to permit the sale of anything at our Convention. We have no copy of our own pamphlet that make the same request which if we did it for one, we would have to do it for all.

Sincerely yours,

A. Philip Randolph
International President

APR:MB

Convention

September 8, 1960

Mr. George E. Taylor
Secretary, Treasurer
23 Vesey Street
New York 7, New York

Dear George:

Thanks a lot for your greetings to the Brotherhood Convention.

Sincerely yours,

A. Philip Randolph
International President

APR:RB

Convention
1950

CALL

to the

SEVENTH BIENNIAL CONVENTION

and

TWENTY-FIFTH ANNIVERSARY AND SILVER JUBILEE

of the

BROTHERHOOD OF SLEEPING CAR PORTERS
Affiliated with the American Federation of Labor

September 10-15, 1950

New York, New York

June 5, 1950

To the Officers and Members of the Brotherhood of Sleeping Car Porters

GREETINGS:

You are hereby notified that, in accordance with the Constitution and General Laws of the Brotherhood of Sleeping Car Porters, the Seventh Biennial Convention of the Brotherhood of Sleeping Car Porters will be held in the Skyroom of the Theresa Hotel, New York City, New York, beginning 9:30 a.m., Monday, September 11, 1950, and will continue in session from day to day until the business of the Convention shall have been completed.

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This Call to the Seventh Biennial Convention and Twenty-Fifth Anniversary and Silver Jubilee is proclaimed at an hour when the world is locked in a cold, ideological war, which may, by the slightest incident be transformed into a hot atomic war of incalculable devastation and ruin.

If the moral order collapsed and atomic warfare should come upon the world, another Dark Ages may not be far behind.

Verily, the aftermath of World War II constitutes a continuing, sharpening and deepening crisis of fearful proportions and ominous and forbidding tensions.

With Civil Wars and Revolutions sweeping the world; with Western Democracy and Russian totalitarianism embattled at Armageddon; with the world of color, awakened and aroused, and in flames in rebellion against the oppression and hate of white supremacy, one is persuaded to ask of modern man, whither doth thou trend?

Labor, black and white, Jew and Gentile, Catholic and Protestant, have a vital stake in these great, stupendous and violent world changes, the catastropic or beneficent effects of which none can escape.

Labor has a stake in the resettlement of Europe, through the Marshall Plan, which releases forces for the reconstruction and restabilization of the economic, political and social institutions that provide the basis for the growth and development of democracy and freedom and economic security.

Labor has a stake in the continued existence, growth, work and strength of the United Nations which may become the foundation of a World Government of cooperation and peace.

Labor has a stake in the Atlantic Pact to guard and protect the democratic countries from totalitarian aggression by the Kremlin.

But, though the Marshall Plan and Atlantic Pact may provide economic sustenance, and also give assurances of protection to weak governments of Europe against the sinister and violent machinations of international Communism, and Fascism, Europe and the world need more than that. They need A MORAL REARMAMENT PLAN to supplement and complement the Marshall Plan, to give hope for, and faith in, human brotherhood, regardless of creed, color or country.

With a guarantee of free, moral and spiritual expression to the peoples of Europe and the world, free from coercion or intimidation into acceptance of political dogmas and ideologies either from the right or left, a new Europe, a new Asia, a new Africa and a new Americas, will march forward with dignity, security and hope.

The threat of another war between the East and the West, in which the atomic bomb and modern scientific, destructive warfare may be used, and with the growth of the theories of Nazi racialism in Europe and America, and the growing forces of reaction everywhere, such as the Mundt-Nixon Bill and the Taft-Hartley Act, the workers of America face the necessity of undergirding themselves with the unity of the labor movement in which there will be no A. F. of L. and C. I. O.,

but only one comprehensive labor federated body represented by the American Federation of Labor, regenerated and reoriented to militant, progressive, political and industrial action for Democracy and peace.

Labor in the United States must free itself of the corrosive influences of Communism and Communists, the one single force which has rent labor in twain and which has divided also the liberal movement, as well as the liberation movements of minorities.

Labor must also rid itself of the poisons of racism and Klu Klux Klanism which divide its ranks and defeat its main objectives of unity and solidarity, the weapon with which labor must beat down its opposition and clear the way for the extension of labor's program in all areas of modern life. No single force has done labor so great harm as the vile prejudice and hatred, because of race, creed, color, country and ancestry.

The Brotherhood of Sleeping Car Porters, an affiliate of the A. F. of L. in this quarter of century of its history and struggle, and in this eventful mid-century, rededicates its mind and resources and life to the creation of a world where the forces of progress and salvation lie at the disposal of the common man in general and the workers in particular, everywhere.

The Brotherhood calls upon the United States not only to provide a Marshall Plan for Europe and Asia, but also a Marshall Plan for Africa, a continent whose land and people have been a black pillar of flesh upon which world imperalism has stood, in callous, insolent and haughty disregard of the hopes and aspirations of the teeming millions of this area.

SCHEDULED ACTIVITIES

The delegates of the respective divisions of the Brotherhood of Sleeping Car Porters of the United States and the Dominion of Canada will assemble in New York, New York, Sunday, September 10th and remain in session until the conclusion of the business of the Convention.

DELEGATES REGISTER

The official headquarters of the Seventh Biennial Convention of the Brotherhood will be in the Theresa Hotel, 125th Street and Seventh Avenue, New York, New York. All delegates are required to register at the offical headquarters upon arrival to receive convention badges, programs and general instructions.

HOUSING

All delegates and officials should write the Chairmen of the Convention, Brother B. F. McLaurin, International Field Organizer, at the Brotherhood headquarters, 217 West 125 Street, New York, New York, MOnument 2-5080, advising him when they will arrive and whether they wish hotel accommodations. It is planned that ample hotel facilities will be available for the delegates and their families and friends. Delegates desiring to stop in private homes may indicate same, since a number of homes will be provided to accommodate them.

CONVENTION SESSIONS

The sessions of the Convention of the Brotherhood will open Monday, September 11th at 9:30 a.m. in the Skyline Room of the Theresa Hotel. All sessions of the Convention will be held here. If there is any change in the place of the Convention sessions, the officials, delegates and members of the Local Divisions will be notified of same.

PUBLIC LABOR EDUCATION MEETING

William Green, President of the American Federation of Labor, has been invited to be the principal speaker at the Public Labor Education meeting, which will be held, Sunday afternoon, 2:00 p.m., September 10th, in the Golden Gate Ballroom, 142 Street and Lenox Avenue, New York, New York. Other speakers will be: A. Philip Randolph, International President; M. P. Webster, First International Vice-President; C. L. Dellums, Fourth International Vice-President; and Mrs. Halena Wilson, International President, Ladies Auxiliary.

This Convention of the Brotherhood marks the 25th year of the life and service of this great labor organization for the porters, attendants, bus boys and maids, train porters and chair car attendants in particular and the Negro workers in general.

In the deliberations of the Convention, grave and important problems of national and international significance will be discussed, and legislation will be adopted relating to questions of the Marshall Plan, the Atlantic Pact, Unemployment Legislation for FEPC, Abolition of Jim-Crow in the Armed Services Unity of the Labor Movement, the Communist Menace to Labor, Minorities and World Peace, and the general position of the Negro and peoples of color in the World Crisis.

REPRESENTATION

Representation at the Convention will be in accordance with Article 3 of the Constitution and General Rules of the Brotherhood of Sleeping Car Porters, which reads as follows:

"The International Organization shall consist of the International

President, International Secretary-Treasurer, four (4) International Vice-Presidents and the International Executive Board and delegates in proportional representation from each local division upon the basis of one delegate for the first one hundred (100) financial members or fraction thereof and one delegate for each additional one hundred (100) financial members or fraction thereof, numbering over twenty-five (25). Proportional representation from each local division shall be upon the basis of one vote for each twenty-five (25) financial members, with a minimum of one vote for each such local division."

CREDENTIALS

Credentials in duplicate will be forwarded to all local divisions of the Brotherhood. The original credential should be given to the delegate-elect, and the duplicate forwarded to International Secretary-Treasurer, Ashley L. Totten, at the International headquarters, 217 West 125 Street, New York, New York.

Since the Credential Committee will be the first committee appointed by the Convention of the Brotherhood, and in order that it may report as early as possible in the interest of proceeding with the work of the Convention, secretary-treasurers of the divisions are requested to mail the duplicate credentials of their respective delegates immediately after elections.

RESOLUTIONS

Time Limit

Divisions and delegates are urged to send in their resolutions to the International Secretary-Treasurer or present them to him at the headquarters of the Convention, not later than 10:00 a.m., September 11th. Resolutions or proposals received after the expiration of the time limit shall be referred to the International Executive Board, and the Executive Board shall refer said resolutions and proposals to the Convention with the understanding that the consideration of aforementioned resolutions or proposals shall depend upon the unanimous consent of the Convention. Three copies of each resolution or proposals

should be furnished the International Secretary-Treasurer.

If there is any further information regarding the Convention or arrangements for the convenience of the delegates, it will be communicated in a later circular or through THE BLACK WORKER.

Fraternally yours,

A. Philip Randolph
International President

Ashley L. Totten
International Secretary-Treasurer

<u>International Executive Board</u>

M. P. Webster, First International Vice-President and Chairman
B. Smith, Second International Vice-President
E. J. Bradley, Third International Vice-President
C. L. Dellums, Fourth International Vice-President
T. T. Patterson, Secretary
J. Benoit
A. R. Dailey
Henry Yates
J. Bell, Sr.
John C. Mills
G. C. Garren

CALL

to the

SEVENTH BIENNIAL CONVENTION

and

TWENTY-FIFTH ANNIVERSARY AND SILVER JUBILEE

of the

BROTHERHOOD OF SLEEPING CAR PORTERS

Affiliated with the American Federation of Labor

September 10-15, 1950

New York, New York

May 31, 1950

To the Officers and Members of the
Brotherhood of Sleeping Car Porters

GREETINGS:

You are hereby notified that, in accordance with the Constitution and General Laws of the Brotherhood of Sleeping Car Porters, the Seventh Biennial Convention of the Brotherhood of Sleeping Car Porters will be held in the Skyroom of the Theresa Hotel, New York City, New York, beginning 9:30 a.m., Monday, September 11, 1950, and will continue in session from day to day until the business of the Convention shall have been completed.

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This Call to the Seventh Biennial Convention and Twenty-fifth Anniversary and Silver Jubilee is proclaimed at an hour when the world is locked in a cold, ideological war, which may, by the slightest incident be transformed into a hot atomic war of incalculable devestation and ruin.

If the moral order collapse and atomic war-fare should come upon the world, another Dark Ages may not be far behind.

Verily, the aftermath of world War II constitutes a continuing, sharpening and deepening crisis of fearful proportions and ominous and forbidding tensions.

With Civil Wars and Revolutions sweeping the world; with Western Democracy and Russian totalitarianism embattled at Armageddon; with the world of color, awakened and aroused, and in flames in rebellion against the oppression and hate of white supremacy, one is persuaded to ask of modern man, whither doth thou trend?

Labor, black and white, Jew and Gentile, Catholic and Protestant, have a vital stake in these great, stupendous and violent world changes, the catastropic or beneficent effects of which none can escape.

Labor has a stake in the resettlement of Europe, through the Marshall Plan, which releases forces for the reconstruction and restabilization of the economic, political and social institutions that provide the basis for the growth and development

of democracy and freedom and economic security.

Labor has a stake in the continued existence, growth, work and strength of the United Nations which may become the foundation of a World Government of cooperation and peace.

But, though the Marshall Plan and Atlantic Pact may provide economic sustenance, and also give assurances of protection to weak governments of Europe against the sinister and violent machinations of international Communism and Fascism, Europe and the world need more than that. They need A MORAL REARMAMENT PLAN to supplement and complement the Marshall Plan, to give hope for, and faith in, human brotherhood, regardless of creed, color or country.

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With a guarantee of free, moral and spiritual expression to thepeoples of Europe and the world, free from coercion or intimidation into acceptance of political dogmas and ideologies either from the right or left, a new Europe, a new Asia, a new Africa and a new Americas, will march forward with dignity, security and hope.

The threat of another war between the East and the West, in which the atomic bomb and modern scientific, destructive warfare may be used, and with the growth of the theories of Nazi racialism in Europe and America, and the growing forces of reaction everywhere, such as the Mundt-Nixon Bill and the Taft-Hartley Act, the workers of America face the necessity of undergirding themselves with the unity of the labor movement in which there will be no A. F. of L. and C. I. O., but only one comprehensive labor federated body represented by the American Federation of Labor, regenerated and reoriented to militant, progressive, political and industrial action— FOR DEMOCRACY AND PEACE

Labor in the United States must free itself of the corrosive influences of Communism and Communists, the one single force which has rent labor in twain

And in this crucial mid-century,

and which has divided also the liberal movement, as well as the liberation movements of minorities.

Labor must also rid itself of the poisons of racism and Ku Klux Klanism which divide its ranks and defeat its main objectives of unity and solidarity, the weapon with which labor must beat down its opposition and clear the way for the extension of labor's program in all areas of modern life. No single force has done labor so great harm as the vile prejudice and hatred, because of race, creed, color, country or ancestry.

The Brotherhood of Sleeping Car Porters, an affiliate of the A. F. of L. in this quarter of century of its history and struggle, rededicates its mind and resources and life to the creation of a world where the forces of progress and salvation lie at the disposal of the common man in general and the workers in particular, everywhere.

The Brotherhood calls upon the United States not only to provide a Marshall Plan for Europe and Asia, but also a Marshall Plan for Africa, a continent whose land and people have been a black pillar of flesh upon which world imperialism has stood, in callous, insolent and haughty disregard of the hopes and aspirations of the teeming millions of this area.

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Halena Wilson, International President, Ladies Auxiliary.

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Time Limit

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Fraternally yours,

A. Philip Randolph
International President

Ashley L. Totten
International Secretary-Treasurer

International Executive Board

M. P. Webster, First International Vice-President and Chairman
Bennie Smith, Second International Vice-President
E. J. Bradley, Third International Vice-President
C. L. Dellums, Fourth International Vice-President
T. T. Patterson, Secretary
J. Benoit
A. R. Dailey
Henry Yates
J. Bell, Sr.
John C. Mills
G. C. Garron

Convention

C A L L

to the

Seventh

~~SIXTH~~ BIENNIAL CONVENTION

Twenty-fifth and Anniversary and Silver Jubilee

of the

BROTHERHOOD OF SLEEPING CAR PORTERS

Affiliated with the American Federation of Labor

September ~~10-17, 1949~~ 10-15-1950

New York, New York.

~~Detroit, Michigan~~

To the Officers and Members of the Brotherhood of Sleeping Car Porters
Greetings:

You are hereby notified that in accordance with the Constitution and General Laws of the Brotherhood of Sleeping Car Porters the Seventh Biennial Convention of the Brotherhood of Sleeping Car Porters will be held in the Sky Room of the Theresa Hotel New York City, New York, beginning 9:30 A.M., Monday Morning, September 11th, 1950, and will continue in session from day to day until the business of the Convention shall have been completed.

Given this Call to the Seventh Biennial Convention and Twenty-fifth Anniversary and Silver Jubilee in proclaimed an hour when the world is locked in a cold, ideological war, which may, by the slightest incident, be transformed into a hot atomic war of incalculable devestation and ruin.

If the moral order collapse and atomic war-fare should come upon the world, another Dark Ages may not be far behind.

Verily the aftermath of World War II constitutes a continuing, sharpening and deepening crisis of fearful proportions and ominous and forbidding tensions.

With Civil Wars and Revolutions sweeping the world; with Western Democracy and Russian totalitarian-ism embattled at Armageddon;

with the word of color awakened and aroused, dwell in slavery and rebellion against the oppression and hate of White Supremacy one is persuaded to ask of modern man, whither doth thou travel?

Labor black and white, Jew and Gentile Catholic and Protestant, have at stake in these great stupendous and violent world changes, the catastrophic or beneficent effects of which none can escape.

*

Labor has a stake in the continued existence, work, growth and strength of the United Nations which may become the foundation of a World Government of cooperation and peace.

July 8, 1948

To the Officers and Members of the
Brotherhood of Sleeping Car Porters ← include

GREETINGS:

You are hereby notified that, in pursuance of the Constitution and General Laws of the Brotherhood of Sleeping Car Porters, the Sixth Biennial Convention of the Brotherhood of Sleeping Car Porters will be held in the A.F. of L. Labor Temple, Detroit, Michigan, beginning at 10:00 A. M., Monday morning, September 13, 1948, and will continue in session from day to day until the business of the Convention shall have been completed.

- - - -

This Call to the Sixth Biennial Convention of the Brotherhood of Sleeping Car Porters, which will be held in Detroit, Michigan, September 12-17, 1948, comes at a time when the struggle between the forces of democracy and totalitarian communism at home and abroad are a threat and a danger to the cause of peace, plenty and freedom.

*

Labor has a stake in the resettlement of Europe, through the Marshall Plan, which releases the forces for the reconstruction and restabilization of the economic, political and social institutions that provide the basis for the growth and development of democracy and freedom and economic security.

But, though the Marshall Plan provides economic sustenance, and also gives assurances of protection to weak governments of Europe against

Labor has a stake in The Atlantic Pact to guard and protect The democratic countries from totalitarian aggression by The Kremlin.

the sinister and violent machinations of international Communism, Europe and the world need more than that. They need A MORAL REARMAMENT PLAN to supplement and complement the Marshall Plan, to give hope for, and faith in, human brotherhood, regardless of creed, color or country.

With a guarantee of free, moral and spiritual expression to the peoples of Europe and the world, ~~hampered, coerced or intimidated~~ free from coercion or intimidation, into acceptance of political dogmas and ideologies either from the right or left, a new Europe, a new Asia, a new Africa and a new Americas, ~~cannot and~~ will ~~not~~ march forward with dignity, security and hope.

The threat of another war between the East and the West, in which the atomic bomb and modern scientific, destructive warfare will be used, and with the growth of the theories of Nazi racialism in Europe and America, and the growing forces of reaction everywhere, the workers of America face the necessity of undergirding themselves with the unity of the labor movement in which there will be no A.F. of L. and C.I.O., but only one comprehensive labor federated body represented by the American Federation of Labor, regenerated and reoriented to militant progressive political and industrial action.

Labor in the United States must free itself of the corrosive influences of Communism and Communists, the one single force which has rent labor in twain and which has divided also the liberal movement, as well as the liberation movements of minorities.

Labor must also rid itself of the poisons of racism and Ku Klux Klanism which divides its ranks and defeats its main objective of unity and solidarity, the weapon with which labor must beat down

in this quarter of century of his history and struggles,

its opposition and clear the way for the extension of labor's program in all areas of modern life. No single force has done labor so great harm as vile prejudice and hatred, because of race, creed, color, country or ancestry.

The Brotherhood of Sleeping Car Porters, an affiliate of the A.F.of L., ~~was dedicated~~ rededicates its mind and resources and life to the creation of a world where the forces of progress and salvation lie at the disposal of the common man in general and the workers in particular, everywhere.

The Brotherhood calls upon the United States not only to provide a Marshall Plan for Europe and Asia, but also a Marshall Plan for Africa, a continent whose land and people have been a black pillar of flesh upon which world imperialism has stood, in callous, insolent and haughty disregard of the hopes and aspirations of the teeming millions of this area.

SCHEDULED ACTIVITIES

The delegates of the respective divisions of the Brotherhood of Sleeping Car Porters of the United States and the Dominion of Canada will assemble in ~~Detroit, Michigan~~ New York, N.Y., Sunday, September ~~25th~~ 10th and remain in session until the conclusion of its business.

DELEGATES REGISTER

The official headquarters of the Sixth Biennial Convention of the Brotherhood will be in the ~~headquarters of the A.F. of L. Labor Temple, 83 Montcalm, Park and Montcalm Streets, Detroit, Michigan.~~ THERESA HOTEL, 125th St. and 7th AVE., NEW YORK City, N.Y.

All delegates ~~should~~ are required register at the official headquarters upon arrival ~~and~~ to receive convention badges, programs and general instructions.

HOUSING

All delegates and officials should write the Chairman of the Convention, Brother B. F. McLaurin Field Organizer ~~Bennie Smith~~, ~~Second~~ International ~~Vice-President~~, at the Brotherhood headquarters, 217 W. 125 St., New York City, New York — ~~1308 Broadway, Room 305, Detroit, Michigan,~~ telephone Monument 2-5080, ~~Cadillac 5605,~~ advising him when they will arrive and whether they wish hotel accomodations. It is planned that ample hotel facilities will be available for the delegates and their families and friends. Delegates desiring to stop in private homes may indicate same, since a number of homes will be provided to accomodate them.

CONVENTION SESSIONS

The sessions of the Convention of the Brotherhood will open Monday, September ~~13~~ 11th at ~~10~~ 9:30 A.M. in the ~~auditorium~~ Sky Room of the Theresa Hotel. ~~hall of La Labor Temple.~~ All sessions of the Convention will be held here. If there is any change in place of the Convention sessions, the officials, delegates and members of the Local Divisions will be notified of same.

PUBLIC LABOR EDUCATION MEETING

William Green, President of the American Federation of Labor, has been invited to be the principal speaker at the Public Labor Education meeting, which will be held, Sunday afternoon, 2:00 P.M. September 10th, in the Golden Gate - 142nd st and Lenox ave, New York City, N.Y. ~~Cass Tech Auditorium, 2442 Second Boulevard, Detroit, Michigan.~~ Other speakers will be; A. Philip Randolph, International President; M. P. Webster, First International Vice-President; ~~Bernie Smith, Second International Vice-President; E. J. Bradley, Third International Vice-President,~~ C. L. Dellums, Fourth International Vice-President; ~~T. T. Patterson, Eastern Zone Supervisor,~~ and Mrs. Halena Wilson, International President, Ladies Auxiliary.

This Convention of the Brotherhood marks the 14th year of the life and service of this great labor organization for the porters, attendants, bus boys and maids, train porters AND chair car attendants ~~and non-clerical storeroom employees, in~~ particular and the Negro workers in general.

In the deliberations of the Convention, grave and important problems of ~~work of~~ national and international significance will be discussed, and legislation will be adopted relating to ~~problems~~ QUESTIONS of ~~Inflation, European Recovery Program~~, the Marshall Plan, the Atlantic Pact, ~~Coming Industrial Depression~~ UNEMPLOYMENT, ~~Shorter Work Month~~, Legislation for FEPC, Abolition of Jim-Crow in the Armed Services, Unity of the Labor Movement, the Communist Menace to Labor, Minorities and World Peace, and the general position of the Negro AND PEOPLES OF COLOR in the World Crisis.

REPRESENTATION

Representation at the Convention will be in accordance with Article 3 of the Constitution and General Rules of the Brotherhood of Sleeping Car Porters, which reads as follows:

> The International Organization shall consist of the International President, International Secretary-Treasurer, four (4) International Vice-Presidents and the International Executive Board and delegates in proportional representation from each local division upon the basis of one delegate for the first one hundred (100) financial members or fraction thereof and one delegate for each additional one hundred (100) financial members or fraction thereof, numbering over twenty-five (25). Proportional representation from each local division shall be upon the basis of one vote for each twenty-five (25) financial members, with a minimum of one vote for each such local division.

CREDENTIALS

Credentials in duplicate will be forwarded to all local divisions of the Brotherhood. The original credential should be given to the delegate-elect, and the duplicate forwarded to International Secretary-Treasurer, Ashley L. Totten, at the International Headquarters,

Ernestine Office Pr
4-0661

217 West 125th Street, New York City.

Since the Credentials Committee will be the first committee appointed by the Convention of the Brotherhood, and in order that it may report as early as possible in the interest of proceeding with the work of the Convention, secretary-treasurers of the divisions are requested to mail the duplicate credentials of their respective delegates ~~at the earliest possible moment as afore indicated.~~ IMMEDIATELY AFTER ELECTIONS.

RESOLUTIONS
Time Limit

Divisions and delegates are urged to send in their resolutions to the international secretary-treasurer or present them to him at the headquarters of the Convention, not later than 10:00 A.M., September ~~15~~ 11th. Resolutions or proposals received after the expiration of the time limit shall be referred to the International Executive Board, and the Executive Board shall refer ~~such~~ SAID resolutions and proposals to the Convention with the understanding that the consideration of ~~such~~ AFOREMENTIONED resolutions or proposals ~~depends~~ SHALL upon the unanimous consent of the Convention. Three copies of each resolution or proposal should be furnished ~~to~~ THE INTERNATION SECRETARY-TREASURER.

If there is any further information regarding the Convention or arrangements for the convenience of the delegates, it will be communicated in a later circular or through THE BLACK WORKER.

Fraternally yours,

A. Philip Randolph
International President

Ashley L. Totten
International Secretary-Treasurer

International Executive Board

M. P. Webster, First International Vice-President and Chairman
Bennie Smith, Second International Vice-President
E. J. Bradley, Third International Vice-President
C. L. Dellums, Fourth International Vice-President
T. T. Patterson, Secretary
J. Benoit
A. R. Dailey
Henry Yates
J. Bell, Sr.
John C. Mills
G. C. Garren

SILVER JUBILEE ANNIVERSARY SEPTEMBER 10, 1950
THE BROTHERHOOD OF SLEEPING CAR PORTERS -
EXCERPTS OF ADDRESS
by
Norman Thomas

Few memories of my life give me more satisfaction than to recall the fact that, in the early and very difficult days of organization of the Brotherhood of Pullman Porters, I was in a position, through a fund then in existence, to help your infant organization obtain, yet in adequate amount, sorely needed funds. Many of you present at this Silver Jubilee Anniversary who know your organization in the days of its strength must find it hard to believe how difficult was the struggle for organization during the phony prosperity of the twenties and the bitter depression of the early thirties.

What you have achieved through organization for yourselves and your trade is notable. Of itself, it is sufficient ground for rejoicing.

But I especially want to hail your organization for what it did indirectly, and enabled its President Philip Randolph to do directly, in beginning the whole drive for federal and state action in behalf of fair employment practices and for its further services in the fight against segregation in the armed forces.

From the beginning, you and your leaders have recognized the dangers of communism. You have known that to fight it, it is not enough to expose its evils, but that you yourselves must champion and steadily support better ways for winning plenty, peace and freedom.

In this great struggle, you are allied with your brethren in the labor movement. There is an especial phase of that struggle which you have made your own and in which, I am sorry to say, you have not found the support of all who should be your brothers in labor. I refer, of course, to equality of right of all Americans, regardless of color, inside labor unions as well as inside the whole community.

It is an illustration of the way the term "free enterprise" is abused that thousands of those who claim to believe in it defend or accept a situation under which no member of your Brotherhood, no matter how much he may like railroading.

no matter how efficient he may be, can aspire to become an engineer or a conductor or a trainman. The shocking thing is that the railroad brotherhoods themselves bar you from membership in their organizations and, hence, in effect, from employment by the railroads. The dwindling ranks of colored men who work on the trains on certain southern roads have found in your support their chief financial and moral help in their bitter struggle to hold the jobs they have and for which younger colored men need not apply.

I hope your Jubilee will attract wide attention to a fundamental injustice in which, alas, some labor unions actively participate. I know that your performance as good union men and as faithful and skillful ministers to the traveling public ~~may~~ remove any shadow of excuse from the railroad brotherhoods for the discrimination which they still practice. It should be ended at once for the sake of the spiritual integrity of the whole labor movement, the honor of democracy and the defense of the good name of America against communist and fascist attack.

THE

Brotherhood of Sleeping Car Porters

A. F. L. — An International Union — A. F. L.

ANNOUNCES ITS . . .

SEVENTH BIENNIAL CONVENTION and SILVER JUBILEE CELEBRATION

ON SUNDAY, SEPTEMBER 10th, 1950

3 P. M.

AT GOLDEN GATE BALLROOM

142nd Street and Lenox Avenue, New York City

MASS MEETING

— SPEAKERS —

- DR. RALPH BUNCHE, United Nations
- WILLIAM GREEN, Pres., Amer. Fed. of Labor
- A. PHILIP RANDOLPH, President, B. S. C. P.

— MUSICAL PROGRAM —

BROTHERHOOD OF SLEEPING CAR PORTERS CHORAL GROUP

BERNICE EDWARDS, Soprano

Professor HULBERT FINLAY and His Concert Band

NOTE—An invitation is extended to the public to share in the celebration of Pullman, Chair, Coach Car Porters Attendants and Maids over their epoch making success after a twenty-five year struggle to improve the economic well-being of Negroes in particular and Labor in general.

THE DELEGATES IN ATTENDANCE WILL COME FROM ALL PARTS OF THE UNITED STATES AND CANADA

THE MASS MEETING WILL BE PRECEDED BY A

PATRIOTIC PARADE starting at 1 P. M.

from 144th Street South on 7th Avenue to 125th Street, East to Lenox Avenue, North to 142nd Street and Golden Gate Ballroom.

THE ADMISSION IS FREE

ASHLEY L. TOTTEN,

International Secretary-Treasurer — Chairman

THE BROTHERHOOD OF SLEEPING CAR PORTERS

An International Union, Affiliated With the A. F. of L.

Silver Jubilee Anniversary

Con

SEVENTH BIENNIAL CONVENTION

SEPTEMBER 10, 1950

HEADQUARTERS: 217 WEST 125th STREET
New York 27, N. Y. • MO 2-5080 - 1

OFFICERS

A. PHILIP RANDOLPH
International President

ASHLEY L. TOTTEN
Int'l Secretary-Treasurer

MILTON P. WEBSTER
1st Int'l Vice-President

BENNIE SMITH
2nd Int'l Vice-President

E. J. BRADLEY
3rd Int'l Vice-President

C. L. DELLUMS
4th Int'l Vice-President

THOMAS T. PATTERSON
Eastern Zone Supervisor

THEODORE E. BROWN
Editor — Black Worker

WILLIAM H. BOWE
Chairman
Executive Board
New York Division

L. J. LAWRENCE
Chairman
Souvenir Journal

Committee Members

W. M. ADAMS
DOROTHY ALLISON
J. V. BATTLES
T. L. BESSANT
T. BOONE
MRS. T. BOONE
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S. JOSEPH
V. L. KEARNEY
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W. C. MILLS
W. W. MILTEER
CLIFFORD NEAL
MRS. GERTRUDE PAYNE
MRS. GRACE REMBERT
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GEORGE RYAN
W. H. SAUNDERS
GEORGE W. SEABORN
E. A. SEABORN
CYRUS SCOTT
WILLIAM SHORTER
MRS. F. STRAYHAND
T. J. SMALL
A. W. TERRELL
E. E. VICTORIA
DAVE WILSON
HENRY WILLIAMS
S. A. WRIGHT
AND OTHERS

B. F. McLAURIN
Chairman — Convention

440

Greetings:

The year 1950 marks the Silver Jubilee or Twenty-fifth Anniversary of the Brotherhood of Sleeping Car Porters which was born in New York City in 1925. In the face of unbelievable obstacles and opposition, Pullman porters, formerly some of the lowest paid workers in the United States, built the Brotherhood of Sleeping Car Porters and won decent wages and working conditions and protection on the job.

Like our sister unions, our fight never ends. We must be ever on our guard against Russian communism and employer bossism - twin enemies of democracy.

As a symbol of the spirit of fellowship and brotherhood, regardless of race or color, religion or national origin, may I request you to send us greetings in a page advertisement or any amount of space you may wish to be carried in our beautiful Silver Jubilee Anniversary and Seventh Biennial Convention Journal as an expression of the good-will of your great organization to, and solidarity with, Pullman porters who serve the public on the rails, day and night.

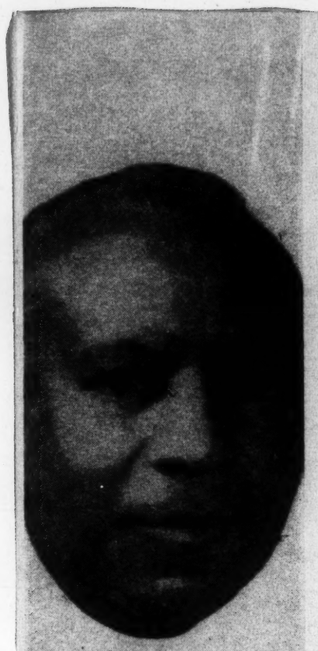
Since the Brotherhood is not seeking to make any money out of our Souvenir Journal but to demonstrate the solidarity of labor with the porters, if you cannot take a sizeable greetings advertisement we shall be glad to have you send us a complimentary greetings for five dollars which will just about cover the cost of publication.

Kindly sign contract and return with check and copy of greetings. Thanks for your interest. Your cooperation will be deeply appreciated.

Fraternally yours,

APR:bw
enc.

A. Philip Randolph
International President



THE BROTHERHOOD OF SLEEPING CAR PORTERS

Silver Jubilee Anniversary

SEVENTH BIENNIAL CONVENTION

SEPTEMBER 10, 1950

Silver Jubilee Anniversary

Souvenir Journal Advertising Contract

The undersigned agrees to pay $..... for ..... page advertisement in the Brotherhood's Souvenir Journal for the TWENTY-FIFTH ANNIVERSARY celebration and SEVENTH BIENNIAL CONVENTION to be held in New York, September 10-15, 1950, at 217 West 125th Street, New York City.

(Payment enclosed .....) (Please bill .....)

Name..... Solicitor.....

Address..... Date.....

.....

ADVERTISING RATES

(Size of publication, 8½"x11")

BACK COVER	$350.00
INSIDE COVER	$300.00
INSIDE BACK COVER	$250.00
FULL PAGE	$200.00
ONE-HALF PAGE	$100.00
ONE-QUARTER PAGE	$ 50.00
ONE-EIGHTH PAGE	$ 25.00
ONE-SIXTEENTH PAGE	$ 12.50

All advertising copy must be received not later than August 1, 1950. Indicate copy in blank space or attach separate copy.

Please Make Checks Payable to: ASHLEY L. TOTTEN, Secretary-Treasurer

Received from.....

the sum of .....

for..... space in.....

25th ANNIVERSARY JOURNAL, BROTHERHOOD OF SLEEPING CAR PORTERS.

Signed.....

Date..... .....

OFFICERS

A. PHILIP RANDOLPH
International President

ASHLEY L. TOTTEN
Int'l Secretary-Treasurer

MILTON P. WEBSTER
1st Int'l Vice-President

BENNIE SMITH
2nd Int'l Vice-President

E. J. BRADLEY
3rd Int'l Vice-President

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S. A. WRIGHT
AND OTHERS

B. F. McLAURIN
Chairman — Convention

440

Convention

file

THE CITY OF NEW YORK
MAYOR'S RECEPTION COMMITTEE
500 PARK AVENUE
NEW YORK 22, N. Y.

RECEPTION FOR
A. PHILIP RANDOLPH
PRESIDENT, INTERNATIONAL BROTHERHOOD OF SLEEPING CAR PORTERS
ON THE OCCASION OF THE TWENTY-FIFTH ANNIVERSARY OF THE
INTERNATIONAL BROTHERHOOD OF SLEEPING CAR PORTERS

CITY HALL

SEPTEMBER 11, 1950

12:30 P.M.

* * * * * * * *

P R O G R A M

1.	Grover A. Whalen	Chairman, Mayor's Reception Committee
2.	National Anthem	Department of Sanitation Band
3.	Hon. Vincent Impellitteri	Acting Mayor of the City of New York
4.	A. Philip Randolph	President, International Brotherhood of Sleeping Car Porters
5.	Selections	Department of Sanitation Band
6.	Finale	Department of Sanitation Band

* * * * * * * *

WNYC	Seymour N. Siegel, Director
Sanitation Band	John Celebre, Director
Alfred Aidala	Official Photographer

* * * * * * * *

1953 - ON TO CALIFORNIA - 1953

With
THE BROTHERHOOD OF SLEEPING CAR PORTERS
CONVENTIONAL SPECIAL

The train leaving Chicago, Illinois, October 1, 1953 on the Chicago, Burlington and Quincy Railroad will arrive at Los Angeles, California October 4th by way of the scenic route, stopping at Denver, Colorado Springs, Pikes Peak, the Royal Gorge, Pueblo, the Continental Divide and Salt Lake City with its historical institutions.

Stay as long as you like. Go on to San Francisco at no additional cost. Enjoy side trips. Make reservations now. Round trip, first-class rail fare, Chicago to Los Angeles, returning direct or by way of San Francisco on several railroads within the period of six months; except persons traveling on passes may not ride on certain trains. Round trip rail rate, first class, from Chicago to Los Angeles will be $145.42. By making the trip on the Brotherhood Convention Special, twenty per cent of the cost of the round-trip railroad fare can be saved.

Costs from Chicago to Los Angeles, will be as follows:
Including sightseeing at Denver and Salt Lake City and Pullman, as designated.
--- (Tax included.)

	Pullman	Sightseeing	Total
Lower Berth	$ 27.80	$ 5.93	$ 33.73
Two in Lower	27.80	11.86	39.66
Upper Berth	21.36	5.93	27.29
Roomette (1)	38.49	5.93	44.42
Two in Bedroom	60.94	11.86	72.80
Two in Compartment	76.87	11.86	88.73
Two in Drawingroom	103.89	11.86	115.75
Three in Drawingroom	103.89	17.79	121.68

For additional information write Ashley L. Totten, International Secretary-Treasurer, 217 West 125th St., NYC, or your local committee.

There will be individuals, in addition to delegates and members from various divisions and auxiliaries, who may desire to attend the Brotherhood's convention in Los Angeles, California, October 5, 1953.

The Brotherhood welcomes the relatives and friends of the delegates to travel on the Brotherhood Special to the great and beautiful state of California.

Without a doubt, it will be the treat of a lifetime.

The Brotherhood Convention Special can only be made possible if 125 full round-trip railroad fares can be secured for the trip. Since two half-rates make one full-rate fare, it will require approximately 250 half-rate fares to make the Brotherhood Convention Special possible.

Local divisions should begin now checking names of persons who may be planning to attend the Convention.

The Brotherhood Convention Special will start in Chicago, Illinois. The hour og departure of the Special will be made known to the various divisions. Additional information will follow.

FOR RELEASE ON DELIVERY
MONDAY, SEPTEMBER 11, 1950

CITY OF NEW YORK
OFFICE OF THE MAYOR

ADDRESS OF WELCOME BY ACTING MAYOR VINCENT R. IMPELLITTERI TO THE DELEGATES OF THE TWENTY-FIFTH CONVENTION OF THE INTERNATIONAL BROTHERHOOD OF SLEEPING CAR PORTERS, CITY HALL, MONDAY, SEPTEMBER 11, 1950, AT 12:30 P.M.

In the name of the City of New York, I welcome today a group of our old friends, members of one of the most deservedly famous unions in the entire labor movement. The International Brotherhood of Sleeping Car Porters was founded in our city just twenty-five years ago. It had six members. Although weak in numbers, these six were strong in courage because of the righteousness of the task that lay before them.

These six faced a battle for recognition in which every cruel device known to labor's enemies was used against them and their struggling organization. Many of those who joined them in their work were fired and blacklisted. They were spied upon. Their leadership was insulted. Even the pensions of retired porters were stopped.

Up to 1925 these economic sanctions had prevented the porters from organizing effectively. But now they had found a leader who could not be fired, could not be blacklisted, could not be intimidated. In A. Philip Randolph they had found a man of untiring courage, and a vision that foresaw the great benefits that could come to their membership, and to the Negro race as a whole.

Under his leadership the Brotherhood has grown to a membership of 18,000 individuals of 11 different races. From a wage of $67.50 for a 300 to 400-hour month in 1925, their pay has reached a minimum in 1950 of $235.90 for a work-month of 205 hours. This amounts to an over-all annual rise of $12,500,000.

Social gains have been equally outstanding. The Brotherhood and Mr. Randolph led the movement in 1941 which brought about the establishment by President Roosevelt of the Fair Employment Practice Committee. This Committee opened thousands of new industrial jobs to Negroes — a blessing not only to their race but to our whole war effort.

Again, the Brotherhood can be credited with the progress that has been made in eliminating discrimination in the armed forces of the United States.

The struggle of this great labor organization has been the America struggle for equality under law, for equal rights to employment, for freedom of the individual, for the entire democratic process which strengthens our nation and protects us all.

I wish Mr. Randolph and his fellow workers in the Brotherhood of Sleeping Car Porters continued success in their efforts. I join the entire community in admiration of their courage. I pledge them my continued support and friendship. I want them to know that the people of the City of New York welcome them and are proud of the great organization that had its start here in this city of opportunity.

# # #

From the American Federation of Labor
Information and Publicity Service

FOR RELEASE IN MONDAY MORNING PAPERS, SEPT.11,1950

New York City, Sept.10 - Following is advance text of an address scheduled for delivery today by President William Green of the American Federation of Labor before the 7th Biennial Convention of the Brotherhood of Sleeping Car Porters at the Golden Gate Ballroom:--

I wish to extend my personal and offidal greetings to the officers and delegates in attendance at this convention of the Brotherhood of Sleeping Car Porters and to report to you on developments in the national defense emergency which will have a profound effect on all American workers.

Front-line dispatches from Korea emphasize the heroism and the unconquerable spirit of the Negro troops who helped to stem the onrushing tide of the Communist invaders.

Fighting against heavy odds and superior equipment, our Negro soldiers refused to accept defeat and saved the day for the cause of freedom. The same spirit must inspire us in our continuing battle on the home front for the cause of human freedom.

From its very inception, the American Federation of Labor pledged itself to combat racial and religious prejudice and man's inhumanity to man. Through the years we have won considerable progress. In the economic, social and political fields, minority groups in America now enjoy far better conditions than they did before, due to the unremitting efforts of the American Federation of Labor. But there is still a great deal more to be done before we can consider our cause triumphant. And let me serve notice that when the American Federation of Labor enters a battle for vital principles such as this we will never stop until we have won.

Intolerance must be eradicated in America as a measure of national safety and in defense of our free democratic institutions. We cannot be a truly strong nation when Americans are divided against each other on racial and religious grounds. We cannot count upon the universal loyalty of our people to their American heritage of freedom and justice when that heritage of freedom and justice is denied or restricted to so many millions of our citizens merely because of their color or their religion.

The enemies of American democracy are fully aware of this situation. Their chief propaganda weapon in the turbulent Far East is the assertion that intolerance, discrimination and injustice are permitted to flourish under our democratic form of government.

To my way of thinking, the only effective answer to this type of criticism, exaggerated as it may be for propaganda purposes, is to wipe out intolerance in America.

Yet what has the 81st Congress done? It has stalled and filibustered and obstructed any action on the vital Civil Rights program submitted by President Truman.

Instead of placing that program among the "must" measures necessary for all-out American preparedness against aggression by the international Communist conspiracy, Congress sidetracked it entirely.

Who was responsible for this short-sighted policy? Who was guilty of injecting the false issues of racial hatred into the Senatorial campaigns in Florida and North Carolina and bringing about the defeat of Senators Pepper and Graham?

My friends, it was the same unholy coalition of Dixiecrats and Tory Republicans which forced the Taft-Hartley Act down labor's throat; the same coalition which in the past has blocked

progressive action on housing legislation, health insurance, higher minimum wages and every other program to meet human needs; it is the same coalition which is seeking to accord special privilege to big business in the defense program and force the great masses of workers to assume the real burden of sacrifice.

Heavy campaign contributions from Northern big business interests helped to defeat Senator Pepper and to defeat Senator Graham. And now even heavier campaign contributions from Southern oil interests are being sought to re-elect Senator Taft in Ohio.

The pattern is crystal clear. Regardless of party labels, the reactionaries on both sides of the political fence are teaming up to defeat progressive candidates for Congress and to elect the henchmen of reaction.

That policy is playing right into Stalin's hands. Senators Taft and Byrd can make more converts to Communism here in America in a day, than the Kremlin's secret agents could in a year.

But we of labor are not going to let them get away with it. We are mobilizing the greatest political drive in labor's history for the election of a truly liberal and progressive new Congress on Nov.7. With your help and the help of all the millions of aroused trade-unionists in America, we cannot fail.

Of course, labor cannot match the swollen campaign slush funds of our reactionary opponents. We don't have to. We have the votes to win. Our chief problem and our chief responsibility is to assure that all our members and their families and their friends make certain to register and to vote.

We are attempting to do that job through the machinery of Labor's League for Political Education, the political arm of the American Federation of Labor. But the League cannot function effectively without your help. President Randolph and his associates have cooperated closely with the League, but they cannot succeed without the active assistance of each and every one of you and the thousands of individual workers you represent.

It is your duty and your responsibility to carry this message back home and to see to it that your membership does not fail us in this critical election. Make them see that voting is a "must" for all workers this year and emphasize that they cannot vote unless they register first.

The gravity of the world situation today cannot be overestimated. We must not delude ourselves into the false belief that the unwarrantable and unjustified invasion of South Korea was merely an isolated incident. There is not the faintest doubt that Soviet Russia instigated and is supporting the attack by the North Korean Communists. We must be ready to face the fact that other Communist forces may start more conflicts at key points whenever their leaders decide the time is opportune.

Indeed, the plain truth is that Soviet Russia and her satellites would not hesitate to attack the United States directly if they believed they could do so successfully.

That threat must be overcome. The only way we can do so is to build up overwhelming superiority of military strength in our country. Power is the only language that the leaders of the Kremlin understand and respect. It is the only consideration that will deter them from launching a Third World War.

Therefore, our defense program must be given top priority. There is no time for half-way measures. All Americans will have to make serious sacrifices. Economic controls will have to be reinstated. Industry, labor and the public will have to make major adjustments to conform with the new emergency economy.

(MORE)

Labor already has volunteered to do its part — and more than its part. With our own boys fighting and dying in Korea, with the threat of a terrible Third World War hanging over us, we could do no less.

In a broad but basic sense, America's greatest resource lies in the strength and the loyalty of her working people.

They must be free to do their job right and in record time, free of the unfair and oppressive restrictions of the Taft-Hartley Act, free from the prejudice, intolerance and discrimination which still afflict minority groups in many states.

It is my earnest and sincere hope that the election of a liberal Congress in November will bring about the enactment of civil rights legislation and the repeal of the Taft-Hartley Act as the first order of business next year.

It is our objective in this election campaign to make American democracy not only an elusive ideal, but an actual reality for all of our people.

Let us all proudly enlist in that cause. Let us help to make America strong by making it truly free. Let us serve notice on the Kremlin that a united America with liberty and justice for all, will never submit to the slavery and human degradation that Communism brings.

####

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Truman Asked To Issue Special F. E. P. C. Order

William Green, Dr. Bunche Join Philip Randolph in Attack on Racial Bias

Dr. Ralph J. Bunche, chairman of the United Nations Trusteeship Commission, said yesterday that U. N. action in Korea against "a sneak attack on a peaceful people" by Communist forces was necessary to prevent a third world war.

But Dr. Bunche told members of the International Brotherhood of Sleeping Car Porters at the opening of their silver jubilee convention that the freedom and equality for Koreans for which Negro G. Is are fighting "is denied, for reasons of race, to some 15,000,000 American citizens in America."

Twenty-five hundred delegates to the convention and members of eleven C. I. O. and A. F. L. unions, who paraded for an hour through Harlem to the Golden Gate Auditorium at 142d Street and Lenox Avenue, also heard A. Philip Randolph, the porters' international president, and William Green, president of the A. F. L., assail racial discrimination.

Mr. Randolph asked President Truman to issue an emergency fair employment practice order, similar to the one issued by President Roosevelt in 1941, barring government contracts to discriminatory employers. Mr. Green attacked the Eighty-first Congress as having "filibustered, stalled, and obstructed the vital civil rights program submitted by President Truman."

Continuing his address, Dr. Bunche said "there is no contradiction whatsoever between the United Nations armed intervention in Korea and its peace objectives. Had not the U. N. come to the rescue of the hard-pressed, virtually defenseless peoples of South Korea . . . the third world war would be a dead certainty.

"Korea must serve as an object lesson for all future would-be aggressors. . . . Such aggressors must be repelled by the concerted action of all peace-loving peoples even though the employment of the instruments of death and destruction is the only means of doing so."

Dr. Bunche criticised the separation of Negro and white Army units in Korea. "I suspect," said Dr. Bunche, "that the blackest man looks mighty 'white' to the desperate men in the front lines in Korea."

"I can well imagine," he said, "that the South Koreans find it even more difficult than the Negro Americans to understand why there should be segregated Negro units in the American Army in Korea."

The convention formally opens today at the Hotel Theresa, Seventh Avenue and 125th Street. More than 400 delegates representing the union's 18,000 members are expected to register. Acting Mayor Vincent R. Impellitteri proclaimed today as Brotherhood of Sleeping Car Porters Day. President Truman, Gov. Thomas E. Dewey, and many Governors sent greetings to the meeting.

Benton Backs Atlantic Union

WASHINGTON, Sept. 10 (AP).—Sen. William Benton, D., Conn., said in letters to constituents today that he will support a resolution urging President Truman to call a meeting of Atlantic Pact nations to study the creation of an Atlantic union.

Labor Party's Rolls at Peak

LONDON, Monday, Sept. 11 (AP).—British Labor party membership reached a record 5,716,947 in 1949-'50, the national executive com-

Silver Jubilee for Sleeping-Car Porters

Dr. Ralph J. Bunche (left) and A. Philip Randolph, president of the International Brotherhood of Sleeping Car Porters, at the opening of the union's silver jubilee convention yesterday

3 to Share Job Of Mobilizing U. S. Economy

Symington, Harrison, Head of I. T. & T., Named So Far; Third To Be Chosen

WASHINGTON, Sept. 10 (UP).—A former steel maker, the head of a giant telephone company and a still-unnamed "Mr. X" will share the task of putting President Truman's home-front mobilization program over the top.

Head man, under President Truman, will be W. Stuart Symington, chairman of the National Security Resources Board. To Mr. Symington, who once headed his own steel firm, the President has assigned the task of coordinating the government's entire economic-controls program under the new homefront mobilization law.

The former Air Force secretary will be a sort of assistant President, the role that former Secretary of State James F. Byrnes filled during the latter part of the World War II period.

Next man is William Henry Harrison, president of the International Telephone & Telegraph Corporation and a director of many corporations. Mr. Harrison, who helped get out war materials as a member of the War Production Board in World War II, was appointed by Secretary of Commerce Charles Sawyer today to head the new National Production Authority, a counterpart of the old W. P. B.

"Mr. X" To Be Named

"Mr. X," when appointed, will be known as economic stabilization administrator. He will try to keep prices and wages from kicking each other into an inflation spiral, and if necessary will clamp on ceilings if voluntary methods fail.

Mr. Symington, a native of St. Louis, is forty-nine.

After the war he spent four years at Yale University. In 192 he worked for a malleable manufacturer in Rochester years later he formed a of his own. In two mor got a bigger job wit company. In 1932 he b pany of St. Louis in 8 as h chairman of the board d president.

In 1941 he became a consultant for the Army. Later he headed the Surplus Property Administration. In 1946 he became Secretary of War for Air. After unification of the armed services, he became the first Air Secretary.

As head of the Air Force Mr. Symington became the idol of the flyers because of his aggressive fight for a seventy-group air force, something the President and many Congressmen didn't want. A sixty-n group Air has now b authorized.

This year Mr. Symington was put in charge of the N. S. R. B. and given the job of getting the country's resources r y for an emergency. He now will do that job and the new one, too.

Began as Repair Man

Mr. Harrison, fifty-eight, is a native of Broklyn. He began his career as a repair man for t New York Telephone Comp 1909 and rose through t until he became directo will while

M be tion ing direc sion Cour of t and of P runn was divis

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Union Accepts 5-Year Contract At Studebaker

9-Cent Raise Provided Now, With Adjustments Tied to Cost of Living Later

SOUTH BEND, Ind., Sept. 10 (UP).—Studebaker Local 5 of the C. I. O. United Auto Workers today voted acceptance of a new five-year wage contract, providing for an immediate nine-cent hourly pay raise for 21,000 workers.

The new contract, adopted by a standing vote at a union mass meeting, also provides for an annual increase of four cents for each of the five years, and further adjustments according to the cost of living index of the Bureau of Labor Statistics. The new contract was effective Sept. 1.

The agreement was similar to that between General Motors and the U. A. W. and was in the negotiation stage for three months. Union officials said the loc agreement " those negotia

U. A. W. I

DETROIT C. I. O. executive morrow to of the auto developments

One of its develop a pl increases fo thousand e plants. Incr cents an hou granted to ployees of G Chrysler an These have wage of wo new contrac of $1.75 an

The U. A. made up o been rea country.

Union leade dence today year Ford signed three," setbac

Controls to Return On Iron and Steel

Commerce Dept. Plans Curb on Defense Exports

WASHINGTON, Sept. 10 (AP).—The government acted today to prevent foreign buying from cutting into American supplies of iron and steel products important to defense.

The Commerce Department announced that, effective at midnight, Sept. 30, export controls will be reimposed on thirty-nine classes of iron and steel mill products that were declared control-free in March. The controls prevent shipment of these products, except by license from the department, to any foreign destination but Canada, which is exe from all export restricti

The controls order

Pig iron, a ingots

Blames Railro

PITTSBURGH Recent governm nation's railro threat of a str "obstinance o ments," W. P. land, presider hood of Railr last night. T. Pennsylva mark the six sary of the Kennedy de entitled to

River beyond Changnyong take cover from enemy fire behind small ridge. Group of refugees, caught in the crossfire, have taken refuge there ahead of the fighting men.

(Acme Telefoto)
igh a Philly
ops to cheer

(NEWS foto by Leroy Jakob)

Anniversary. Parading bartenders join in the 25th anniversary march of the AFL Brotherhood of Sleeping Car Porters along 142d St, in Harlem.

—Story on page 8

Pa... ...

By BILLY RO...

Stumblebum, Know ...

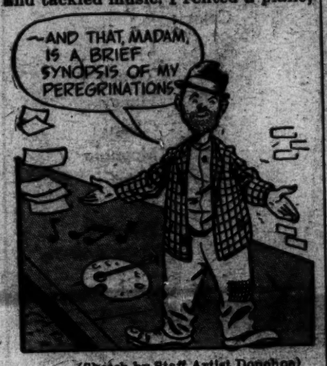
A friend of mine who lives in Greenwich Vi... he heard a moocher deliver the following spiel to a ... West Eighth St.

"You ask, Madam, how a man with a Harvard accent got to be a bum. Well, you've given me a civil dime and that entitles you to a civil answer: The fact of the matter is that I speak with a Harvard accent for the best of reasons—I went to Harvard.

"In my third year at college, I decided I wanted to be a playwright, and shortly after I graduated *cum laude*, finished my first play. And it was a great moment for me, some months later, when I stood in the wings of a Broadway theatre and watched its opening performance.

"Next morning, the critics reported that the play had its entertaining moments, but was a bit on the reminiscent side. The first act reminded Atkinson of Clifford Odets; the second, according to Chapman, smacked of Bill Saroyan, and the third, in Morehouse's opinion, was a steal from Eugene O'Neill.

"Well, nobody likes to be accused of pilfering the brains of his betters, and so I gave up the theatre and tackled music. I rented a piano,



(Sketch by Staff Artist Donohoe)

enrolled at Juilliard, and after three years of hard work succeeded in having my first symphony performed by the Philharmonic at Carnegie Hall.

"The critics unanimously pronounced it a good symphony, a very good one, in fact—but reminiscent. Olin Downes pointed out there was a bit of Sibelius in my main theme, and Virgil Thomson, always the perfectionist, said he was intrigued by the curious blend of Wagner and Debussy in the second movement.

"I, of course, still had my heart set on expressing my own individuality, and so I abandoned music and turned to oil painting. I went to the Art Students League, sketched at Provincetown for several Summers, and after completing over a hundred canvases I was fortunate enough to get myself a one-man show at a 57th St. gallery.

"It was the same old story: The art critics went out of their way to be kind, but once again I was Joe Reminiscent. My landscapes, it seemed, reminded them of Corot; the coloration of my still lifes was too Matisse-ish, and as for my scenes at Coney Island, one writer opined that Reginald Marsh wouldn't be out of line if he instituted suit.

"Well, Madam, I had to face up to facts. It was obvious that the arts would never bring out the Real Me, and so after brooding about it I decided to follow the calling which produces more rugged individualists that any other—cab driving.

"Again I went through the necessary apprenticeship. A garage mechanic in my neighborhood taught me how to maneuver in traffic, I studied the street maps of all five boroughs, and finally, through a political connection, I was granted a license by the Hack Bureau.

"The very first day, however, I hadn't been out of the garage more than twenty minutes when a motorcycle cop blew his whistle and pulled alongside. As he wrote out a ticket he explained I had been speeding like Barney Oldfield, rounding corners like Floyd Davis, and burning oil like Sir Malcolm Campbell.

"Well, I was so annoyed with myself that I got out of the cab and left it in the middle of the street.

"Since I was reminiscent, even as a cab driver, I made up my mind right then and there that the only way I could ever find myself was to *be* myself. And that, Madam, is how I happened to become a bum."

(Copyright, 1950, by Billy Rose)
(Distributed by The Bell Syndicate, Inc.)

Bunche Sees Army Ending Segregation

The "realities of Korea" will compel the Army "in due course" to abandon its policy of segregating Negro troops, Dr. Ralph J. Bunche, chairman of the UN Trusteeship Commission, predicted yesterday.

"I greatly doubt," said the former Palestine mediator, a Negro himself, "that the most unreconstructed rebel in a Korean foxhole would be much concerned about the racial identity of the man sharing the foxhole with him, providing that man could pull a trigger. Why the Army should learn the facts of democratic life more slowly than the Navy and the Air Force, it is difficult to say."

On Platform With Green.

Bunche shared the platform with AFL President William Green at a mass meeting of 3,000 persons in the Golden Gate Auditorium, Lenox Ave. and 142d St., celebrating the 25th anniversary of the AFL International Brotherhood of Sleeping Car Porters, which opens its seventh biennial convention here today.

The meeting was preceded by a two-mile parade through Harlem streets in which 2,500 marchers participated, despite an intermittent rain.

Green warned that Russia and her satellites "would not hesitate to attack the U. S. directly if they believed they could do so successfully," and urged that we therefore "build up overwhelming superiority of military strength."

The parade, led by President A. Philip Randolph, included 1,000 uniformed porters and members of the brotherhood's ladies' auxiliary augmented by 1,500 members of 11 other AFL and CIO unions.

Hailed by Impellitteri.

The convention will get under way at 9 A.M. in the Hotel Theresa, Seventh Ave. and 125th St. Acting Mayor Impellitteri marked the occasion yesterday with a proclamation designating today as Brotherhood of Sleeping Car Porters Day in honor of the union's "25 years of achievement in advancing the welfare of its members."

(Picture in centerfold)

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Also at Oppenheim Collins — Garden C...

I'll see you at the AFL convention in Houston, I hope.

Liston M Oak

Consider

NEWS SECTION

TALKS UNIT

LABOR SPECIAL #67
Liston M. Oak

SEPTEMBER 13, 1950

THE BROTHERHOOD OF PULLMAN CAR PORTERS

VOICE: "Paul Robeson does not speak for the Negro people!"

ANNCR: With these words A. Philip Randolph, president of the Brotherhood of Pullman Car Porters and one of the most militant defenders of the rights of Negroes and of all other minority groups in America, repudiated the statement of the Negro singer that if war comes between Soviet Russia and the United States, American Negroes will refuse to defend their own country.

VOICE: The Brotherhood of Sleeping Car Porters is holding a convention this week in New York City. It is their "Silver Jubilee", celebrating 25 years of progress. At the opening of this convention Dr. Ralph Bunche, director of the United Nations division of trusteeship and himself a Negro, lauded the Negro troops who are "fighting valiantly in Korea."

Dr. Bunche, and later A. Philip Randolph, asserted that although there is still some racial discrimination in America,

VOICE: Communism is not the answer. In a tribute to the achievements of the Brotherhood of Pullman Car Porters and of its president in behalf of Negroes, Dr. Bunche urged them to continue their crusade until every one of the fifteen million American Negroes "enjoys unqualified, complete equality in every phase of our society, political, economic and social."

Mr. Randolph told the delegates to the convention that "while thousands of Negro soldiers are fighting bravely for independence and democracy for Koreans, there still remains remnants of old prejudices and discrimination in some industries that are making the guns and planes, tanks and ships that will win the war." He was followed by William Green, president of the American Federation of Labor, who declared that "every vestige of intolerance must be eradicated in America as a measure of national safety and in defense of our free democratic institutions." He called for more complete unity regardless of race, creed or national origin.

ANNCR: The Mayor of New York proclaimed last Monday as "Brotherhood Day" in honor of this union of Negro railroad workers, and gave a banquet at City Hall to A. Philip Randolph and 300 delegates to honor them for "twenty-five years of achievement in advancing the welfare of Negro workers."

Before the convention opened, there was a parade, two-miles long, headed by several thousand members of the union in uniform, in which the New York Industrial Council of the Congress of Industrial Organizations, the Central Trades and Labor Council of the American Federation of Labor, the United Hebrew Trades and the Women's Trade Union League participated. As thousands cheered, tears came into the eyes of the man who has devoted his life to unremitting work for the advancement of colored people the world over.

VOICE: Perhaps it was fortunate that A. Philip Randolph failed to realize the first ambition of his youth -- to become an actor and singer. His strict, religious parents wouldn't hear of it.

VOICE: But he can still recite the lines of Shakespearean plays he memorized in his youth, and he loves to sing. Many years after he had left Florida, where he was born in 1889, he organized an amateur theatrical company in New York and played the roles of Hamlet, Othello and Romeo himself.

A. Philip Randolph is a true "proletarian intellectual." Once the late President Franklin D. Roosevelt, at a conference in the White House, asked this Negro leader, "Phil, what year did you finish at Harvard University?" He never finished at any college, though he holds an honorary degree of Doctor of Philosophy from Howard University.

His wife, however, did graduate from Howard University, and she was working in a beauty parlor when she met Mr. Randolph, who was then managing a job placement bureau.

The man who is today so highly honored, who more than any individual is responsible for the Fair Employment Practices Act, who holds conferences with Presidents, Congressmen, and leaders of the labor and liberal movement, was once called "the most dangerous Negro in America" by a Congressional Committee.

VOICE: That was when he founded a Socialist magazine, THE MESSENGER, and led an all-out fight against conscription during World War I. You will remember that the Socialists opposed the entrance of the United States into the First World War on the ground that it was a struggle between imperialist powers.

ANNCR: It was in 1925 that six Negro employees on sleeping cars came to ask A. Philip Randolph to help them organize -- an effort that had been thwarted since 1909. His future wife was with them; she had given up her beauty parlor to work for the union. The young Negro Socialist editor agreed. The next few years were tough, but opposition was worn down gradually. It took ten years of legal and political battles to get three words inserted in the Railway Labor Act, a law which protects the rights of the unions of railroad workers. Those words were "sleeping car employees" -- and these words meant that the Negro porters, waiters, maids and cooks on the railroads would get the same legal protection of their rights as conductors, engineers, firemen, and other employees. And finally, in 1937, the Pullman Car Company sat down with A. Philip Randolph and signed a contract.

ANNCR: This first agreement gave the union members recognition, job security and two million dollars in wage increases. In 1925 the porters got $67.50 monthly. In 1937 this was raised to $80.50. Today the minimum is $235.90, plus free meals. So the 18,000 members of the Brotherhood of Pullman Car Porters have something to celebrate at their convention this week.

VOICE: But you cannot measure in money alone the achievements of this union and of its president, and their impact upon the American labor movement and society generally.

As President Randolph told the convention: "Aside from the tremendous accomplishments of the Brotherhood in winning economic gains and job security, the union gave the Negro a sense of Self-respect and a sense of belonging to the great family of organized labor. The union has brought black and white workers together and made them aware of their common aims and common enemies, among whom are the Communists who seek to exploit the faults of our democracy and the grievances of Negroes in the Kremlin's conspiracy against all democracy."

VOICE: In June, 1941, President Franklin D. Roosevelt asked ~~Mr.~~ Mr. Randolph to help his aides to draft an Executive Order banning job discrimination in defense industry. That was the beginning of the FEPC -- the Fair Employment Practices Commission. One of these aides, a New Deal lawyer, asked at the time, "Who is this man Randolph?" Today there are few Americans indeed who would ask such a question. And herein lies one measure of our progress as a nation toward the abolition of an ancient evil.

In 1942, Randolph was awarded the coveted Spingarn Award for his crusade for the FEPC, part of which was a March on Washington of 50,000 Negroes. Immediately after the end of World War II, Randolph organized a committee to abolish segregation in the armed forces. In 1948 he visited President Truman in the White House and told him that Negroes would refuse to fight if they were segregated. Mr. Truman's Executive Order of August 1948 followed, and it has resulted in far-reaching reforms in the armed forces. Segregation is nearing its end.

Randolph comments that:

VOICE: "Abolition of segregation will go a long way toward gaining

VOICE: the confidence of colored people throughout the world in the avowed aims of the United States and the United Nations."

"If the United States is to justify its leadership in a great democratic crusade in a world more heavily populated by non-whites, the American Negro's moral and spiritual task is to recognize and assume the role of keeper of the democratic conscience. The objective of the American Negro is to achieve complete equality and assimilation into every crevice of political, economic and social life."

ANNCR: A. Philip Randolph had deserted the soap box of the street corner propagandist for thirty years until last June 25th, when the Communist invasion of South Korea began. Since then, he has been speaking in the streets of New York, largely to Negro audiences, supporting United Nations policy and pointing to the stakes all dark-skinned people have in the outcome of the battle for Korea's independence.

Since he sleeps only four hours a night, Randolph has time for numerous such activities outside of his duties as president of his union. He has found himself unable psychologically to take

ANNCR: his doctor's advice to slow down. During the past year he has addressed more than an average of one meeting every day.

His latest speech was at the opening of the convention of the Brotherhood of Sleeping Car Porters last Monday. Here is part of what he said:

VOICE: "Like a meteor out of a starless night blazed the Korean war. This war leaves no further doubt about the fact that two different ways of life, as expressed in democracy and Communism, are in mortal conflict, the effect of the ultimate outcome of which no man can escape. The world is split into two warring camps. This global struggle leaves no room for neutrality. There can be no isolation."

"Black and White Americans are giving of their lives, labor and treasure to enable the arms of the United Nations to prevail in Korea. Not only because the invading North Korean puppets of the Soviets have launched an attack on the principle of self-determination of small nations, a naked and brutal aggression against a peaceful people, but because Soviet Communism is a totalitarian dictatorship which ruthlessly violates and stifles

VOICE: every decent impulse of free men in a free society.

"Unprovoked aggression has been challenged and perhaps eventual peace will result."

ANNCR: Mr. Randolph went on to urge the vast expansion of President Truman's Point Four program to help the development of poverty-stricken countries. He called upon the United Nations to speed up the abolition of the last vestiges of dying colonialism, the satisfaction of the deep desire of all peoples for complete national independence and for social reform. He praised the plan of the International Confederation of Free Trade Unions to help strenghthen free trade unions in Asia, Africa and Latin America.

A. Philip Randolph kept his promise to his parents not to go on the stage. But as his favorite playwright, Shakespeare, wrote, all the world's a stage. Randolph is playing an important role on that stage.

# # # # # # # #

Convention

THE NEW YORK POST

September 18, 1950

One Way to Fight Bias

By Murray Kempton

The Brotherhood of Sleeping Car Porters closed its convention uptown last week with a dance that lasted until three in the morning. It was the only occasion that would allow Thomas T. Patterson to give himself a dispensation to come late to the office.

So, on Friday, he was in by noon and back on the terrace to his 125th St. office with its worn and comfortable leather chairs. Patterson, like his chairs, is along in years, but he is still a very good piece of workmanship—a happy man with a long tempered face and the careful, well-groomed speech of the British West Indian.

Most of what he said over the telephone dealt with the rights of individuals, because he is the Brotherhood's Eastern area supervisor. Whenever a porter gets in an argument with a railroad, he appeals to Patterson for help.

* * *

Patterson thus spends most of his work-day in pleasant but firm debate with railroad officials. Between times, as well-mannered as always, he sues them. Not as Thomas T. Patterson, labor leader, but Thomas T. Patterson, Negro.

During the war, Patterson was thrown off a Southern Railroad train in Virginia because he refused to move to a Jim Crow car. He sued the Southern then and won a $3,000 out-of-court settlement. Last June he deliberately took a seat in the white section of an Atlantic Coast Line diner. The steward refused to serve him; now Patterson is suing for $20,000 for the consequent "humiliation."

* * *

Maybe there are other labor leaders who are so regularly involved in personal litigation with the companies they bargain with, but I don't know of any.

This is hardly personal litigation. The suit for damages has become as important a Negro weapon against segregation as non-violent resistance was to Gandhi.

Thanks to suits like Patterson's, Negroes now have a chance to attend adequate graduate and professional schools in the South. They travel interstate in non-segregated coaches, and ride unhindered on Pullmans. Whether or not Patterson wins this suit, the Jim Crowed dining car is passing; even the Atlantic Coast Line is gradually knocking out the walls which screen off Negro diners.

* * *

Patterson carries special qualities to the practice of Gandhi-ism in America. His own manner is a living reproach to the whole philosophy of segregation. With a few exceptions, he remembers that white attacks confronted with his personal crusade against railroad segregation treated him with distinct politeness; it is impossible to imagine anyone acting any other way.

In 1942, Patterson was traveling to Atlanta from New York with a reserved seat on a coach which the Pennsylvania and the Southern Railroad had predestined for whites only. The conductor tried to shoo him into another coach all the way from Washington to Charlottesville and then finally called the state police at the native city of Thomas Jefferson.

They put Patterson in jail at Charlottesville for having "disturbed the peace." The local cops had skins thick enough to be chuzzy even to him. But they too were embarrassed enough to give him a cell to himself.

* * *

The next day in court, the Southern Railway agent who had ordered Patterson off the train said he had been so aggressive that women were fainting all around him—a statement manifestly impossible to a judge who was looking at Patterson at the time.

The judge said so. He hung his head and gave Patterson the smallest fine possible for it is the terrible strength of Thomas Patterson that no white man can talk to him without somehow feeling the shame of all we have done to the Negro in the 331 dark years of his life in America.

Chief:
I thought this account would interest you.
Brownie.

Convention

September 14, 1950

Mr. Irvin R. Kuenzli, Secretary-Treasurer
American Federation of Teachers
28 East Jackson Blvd.
Chicago, Illinois

Dear Brother Kuenzli:

Just a word to express my sincere appreciation for greetings to our Brotherhood Convention.

Sincerely yours,

A. Philip Randolph
International President

APR:ha

Corrected

September 14, 1950

Rev. Maurice Dantine
Community Church
40 East 35 Street
New York, N. Y.

My dear Rev. Dantine:

Kindly convey to our dear friends, the Rev. John Haynes Holmes and Rev. Donald Harrington our sincere appreciation for their greetings to our 7th Biennial Convention and Silver Jubilee.

Sincerely yours,

APR:ha

A. Philip Randolph
International President

763

CONGRATULATIONS

by WESTERN UNION

B247CC 7R NL PD

Convention

NEWYORK NY SEP 14 1950

A PHILIP RANDOLPH, MV

PRES BROTHERHOOD OF SLEEPING CARS PORTERS CONVENTION
SKYLINE BALLROOM THERESA HOTEL 7 AVE & 125 ST NYK

MOST SINCERE CONGRATULATIONS THIS AUSPICIOUS OCCASION 25 ANNIVERSARY CONVENTION BROTHERHOOD INTERNATIONAL WE TAKE PRIDE UNION ACHIEVEMENT CONFIDENT THE FUTURE WILL BRING MORE GAINS TO MEMBERSHIP MAY YOUR DELIBERATIONS INSPIRE THEM TO BRING FORTH MORE MEN OF YOUR STATUE TO LEAD THEM ON THE ONWARD MARCH FINAL VICTORY ORGANIZED LABOR EVERYWHERE

ROSE PESOTTA

1008P

WESTERN UNION

W. P. MARSHALL, PRESIDENT

SYMBOLS

DL = Day Letter
NL = Night Letter
LC = Deferred Cable
NLC = Cable Night Letter
Ship Radiogram

1201 PM EST SEP 13

WA064 NL PD=WASHINGTON DC 14=

A PHILIP RANDOLPH= PRESIDENT ASHLEY L TOTTEN
SECRETARY-TREASURER-BROTHERHOOD OF SLEEPING CAR
PORTERS CONVENTION HEADQUARTERS THERESA HOTEL NYK=

ON BEHALF OF THE EXECUTIVE BOARD OF THE UNION LABEL
TRADES DEPARTMENT OF THE AMERICAN FEDERATION OF LABOR=
ALLOW ME TO WISH THE OFFICERS AND MEMBERS OF THE
BROTHERHOOD OF SLEEPING CAR PORTERS CONTINUED SUCCESS
IN THEIR GREAT WORK= WE APPRECIATE THE SPLENDID SUPPORT
WE HAVE RECEIVED FROM YOUR BROTHERHOOD IN OUR GREAT CAUSE=
BEST WISHES FOR A SUCCESSFUL CONVENTION= REGARDS=
RAYMOND F LEHENEY SECRETARY TREASURER UNION LABEL
TRADES DEPARTMENT AFL=

ITS PATRONS CONCERNING ITS SERVICE

WESTERN UNION

(51)

NA161 DL PD=NEWYORK NY 12 233P=

A PHILIP RANDOLPH, PRESIDENT BROTHERHOOD OF SLEEPING
=HOTEL THERESA 7 AVE AND 125 ST= CAR PORTERS =

THE WORKERS DEFENSE LEAGUE GREETS THE BROTHERHOOD OF SLEEPING CAR PORTERS ON ITS 25 TH ANNIVERSARY. SINCE OUR FOUNDING THE RELATIONSHIP BETWEEN OUR TWO ORGANIZATIONS HAS BEEN ONE OF MUTUAL SUPPORT AND COOPERATION. MAY THE NEXT 25 YEARS SEE EVEN CLOSER COOPERATION BETWEEN US. OUR HOPE IS THAT YOU SHALL GROW TO EVEN GREATER STRENGTH AND MAINTAIN THE EXCELLENT QUALITY OF STATEMENT LIKE AND MILITANT LEADERSHIP WHICH HAS BEEN NOT ALONE YOUR GOOD

THE COMPANY WILL APPRECIATE SUGGESTIONS FROM ITS PATRONS CONCERNING ITS SERVICE

WESTERN UNION

FORTUNE TO POSSESS BUT YOUR GREAT WISDOM TO CHOOSE=
ROWLAND WATTS NATIONAL SECRETARY WORKERS DEFENSE LEAGUE=

=25 25

Conv

September 15, 1950

Rev. Philip A. Carroy, S.J.
Xavier Institute of Industrial Relations
30 West 16 Street
New York, 11, N. Y.

My dear Rev. Carroy:

Permit me to assure you of our sincere appreciation for your greetings and congratulations upon the 7th Biennial Convention and Silver Jubilee celebration.

Sincerely yours,

A. Philip Randolph
International President

APR:ths

CHARLES L. HORN
2800 FOSHAY TOWER
MINNEAPOLIS 2, MINNESOTA

September 19, 1950

Mr. A. Philip Randolph
International President
AFL Brotherhood of Sleeping Car Porters
New York, New York

Dear Mr. Randolph:

The papers have carried the information that the Brotherhood of Sleeping Car Porters have held their Silver Jubilee Convention.

I see you were reelected and all the officers, who had served since the last biennial election, were reelected. I suppose my friend, Mr. Webster is still serving.

I send you my congratulations and thank you for the fine service you have rendered to the American people and to the Union.

Sincerely,

CLHorn:G

September 19, 1950

Rev. Frank E. Hatcher
Mr. G. Houston
Mr. John W. Bruins
Mr. E. A. Hunton
719 N. 29th Street
Indianapolis, Indiana

Dear Sirs and Brothers:

Permit me to thank you for your letter of September 7th with greetings. Sorry that they were too late for our Journal.

Fraternally yours,

A. Philip Randolph
International President

APR:hm

219 W. 29th. St.
Indianapolis , Indiana
September 7, 1950

Mr. A Phillip Randolph
217 West 125th. Street
New York 27, N. Y.

Mr. Randolph , International President
of B. S. C. P.

G R E E T I N G S:

We have chalked up another milestone, our efforts have been sincere , honest , and straightforward, and it is with great interest and a very special delight we send you our most sincere greetings, in our 25th. Silver Jubilee Anniversary and Seventh Biennial Convention.

Included in this greeting is Mr. Ralph Bunch with all other fine workers in our session of Septemeber 10th. through September 15th. 1950.

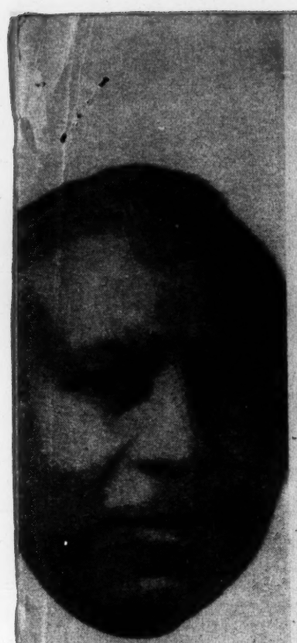
A great progress has been made in our union with negro history nation wide.

We, individually, and collectively , extend greetings counting our many blessings one by one,

Respectfully submitted,

The A. Phillips Randolph Boy's Club

Rev. Frank R. Hatcher
C. Houston, a Board Member
Executive
John W. Draine, Pres.
R.A. Heston, Treasurer



GREETINGS *to the*

International Brotherhood of Sleeping Car Porters

ON ITS

Silver Jubilee Anniversary and Seventh Biennial Convention

SEPTEMBER 10-15, 1950

217 WEST 125th STREET, NEW YORK 27, N. Y.

Personal Greetings

ONE DOLLAR CONTRIBUTION

NAME (PLEASE PRINT)	NAME (PLEASE PRINT)
J. T. Hutcherson	A. Luther White
Cornelious Watkins	James Witty
Agusta Pope	Rev. Frank R. Hatcher,
Otis Griffin	Pastor of The
James E. Bryant	Emmanuel Baptist Church
Stephen Jones	
Regenil Jones	and
Leroy Tensley	C. Houston
Carl Harrell	
Moses Blakemore	The A. Phillips Randolph Boys Club
Kenneth White	C. Houston, Executive Board Members
Lamar Walls	Rev. F.R. Hatcher, and Organizer
Melvin Anderson	R.A. Heston, Sec. Pres.
Charles Dukett	John W. Draine, President
Wm. Richardson	
Rouce Richardson	
Earnest Embrey	
Lawernce Duncan	

C. Houston

Remitted by: .....

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International President

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Int'l Secretary-Treasurer

MILTON P. WEBSTER
1st Int'l Vice-President

BENNIE SMITH
2nd Int'l Vice-President

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3rd Int'l Vice-President

C. L. DELLUMS
4th Int'l Vice-President

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Editor — Black Worker

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New York Division

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Souvenir Journal

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E. E. VICTORIA
DAVE WILSON
HENRY WILLIAMS
S. A. WRIGHT
AND OTHERS

B. F. McLAURIN
Chairman — Convention

440

G. BROMLEY OXNAM
BISHOP OF THE METHODIST CHURCH
THE NEW YORK AREA
150 FIFTH AVENUE, NEW YORK 11, N.Y.

Brown

September 20, 1950

Mr. A. Philip Randolph
International President
Brotherhood of Sleeping Car Porters
217 West 125th Street
New York 27, NewYork

My dear Mr. Randolph:

This is just a personal word to tell you how much I appreciated the privilege of sharing in the great meeting of Sunday afternoon on the occasion of the twenty-fifth anniversary of the founding of the Brotherhood of Sleeping Car Porters. I trust that all of the suffering and struggle of the years that are past may take their place safely in the past, as you, in the satisfaction of clear recognition of extraordinary achievement, may look forward to the continuing service that shall in turn lift the standards of the men of your organization.

It was a great tribute that you received, a deserved one, and it came fortunately when a man could hear it himself. I know there must be an inner joy, even though the burdens that you must of necessity carry are heavy. This, as I say, is just a personal word, to thank you for the privilege of being with you.

Ever sincerely yours,

G. Bromley Oxnam

G. Bromley Oxnam

GBO:R

SELLING THE PRODUCTS OF HIRAM WALKER & SONS THROUGHOUT THE UNITED STATES

Hiram Walker Incorporated

PENOBSCOT BUILDING
Detroit 26, Michigan

BRANCH OFFICES ARE AUTHORIZED ONLY TO DEAL WITH THE SALE AND DELIVERY OF OUR PRODUCTS. CONTRACTS OR AGREEMENTS TO BE VALID MUST BE SIGNED BY EXECUTIVE OFFICERS AT HEAD OFFICE

ADDRESS REPLY TO:
5209 EUCLID AVENUE
CLEVELAND 3, OHIO
TELEPHONE: UTAH 1-7311 1-7312

September 25, 1950

CLEVELAND

A. Philip Randolph, President
International Brotherhood of Sleeping Car Porters
217 West 125th Street
New York 27, New York

My dear Mr. Randolph:

It is indeed with sincere regret that time did not permit me to personally thank you for the courtesies extended both myself and our organization. Please be informed that it certainly was a pleasure working with all of you.

I wish to thank you for the honor accorded me by your most capable vice-president in the person of Mr. Dellums in the presentation of an honorary membership card.

I wish to remain

With best wishes,

J. T. Witbeck

J. T. Witbeck, Director
National Special Sales Division

JTW:g

FEDERAL TRADE COMMISSION
WASHINGTON 25

JAS. M. MEAD
CHAIRMAN

Cond

September 25, 1950.

Mr. A. Philip Randolph,
International President,
Brotherhood of Sleeping
Car Porters,
217 W. 125th Street (Room 301),
New York 27, N. Y.

Dear Phil:

Now that I have a free minute, I want to say "Congratulations" upon your recent reelection by your Brotherhood, and with this letter go my best wishes for the successful continuation of your tenure of office.

Sincerely,

Jim Mead

Jas. M. Mead

Chief: I wrote this in your name. The paper printed it in the Sunday issue of October 1st

Brownie

September 25, 1949

Miss Dorothy Schiff
New York Post
75 West Street
New York 6, New York

Dear Miss Schiff:

As you perhaps know the Brotherhood of Sleeping Car Porters held a most successful Silver Jubilee and Seventh Biennial Convention in the City of New York during the week of September tenth.

I particularly desire to express to you, my deep appreciation for the efforts of Mr. Murray Kempton of your staff whose columns I look forward to reading and whose journalistic talents I greatly admire. Mr. Kempton wrote two columns during the period of the Brotherhood celebration.

The first column, a few weeks ago, and the most recent one commending my colleagues, Mr. Thomas L. Patterson, which appeared in your paper on September eighteenth aided tremendously in informing the public of some of the background material regarding the personalities of our organization.

However, I want you to know that we deeply appreciate the cooperation of your staff and especially my friend - your editor - Mr. James Wechsler, as well as Mr. Kempton.

Very sincerely,

A. Philip Randolph
International President

APRandolph

Chief:
As you can see I have answered the Senator in your name.

WHITEHALL 4-9000

FOUNDED 1801

New York Post

75 WEST STREET • NEW YORK 6, N. Y.

Contents

October 2, 1950

Mr. A. Philip Randolph
Brotherhood of Sleeping Car Porters
217 West 125th Street
New York 27, New York

Dear Mr. Randolph:

Thank you so much for writing to me to express your appreciation for the cooperation of our staff on the occasion of your Seventh Biennial Convention. I am passing on your letter to Jimmy Wechsler and I know he will be as pleased as I am to hear from you.

Yours sincerely,

Dorothy Schiff

Brown

ONE WEST SIXTY SEVENTH STREET
NEW YORK

October 3, 1950

Mr. A. Philip Randolph
Brotherhood of Sleeping Car Porters
217 West 125th Street
Room 301
New York, New York

Dear Mr. Randolph:

Thank you for your letter of September 15th. I was disappointed not to have had the opportunity of meeting you at your Silver Jubilee. I have watched your work over a period of years, and admire and appreciate the leadership with which you have consolidated the interests of the Sleeping Car Porters of America, a group that has served, and is serving well, and which deserves justice and consideration.

Appreciatively yours,

Fannie Hurst

FANNIE HURST

Your address was superb.

FEDERAL TRADE COMMISSION
WASHINGTON 25

JAS. M. MEAD
CHAIRMAN

October 4, 1950

Mr. A. Philip Randolph
International President
International Brotherhood of
Sleeping Car Porters
217 W. 125th St., Room 301
New York 27, N. Y.

Dear Mr. President:

Thank you not only for your reply to my letter but for the beautiful convention book.

Best wishes and warm regards.

Sincerely,

Jim Mead

Jas. M. Mead

CABLE ADDRESS
"INDIAN"
TRINIDAD

TELEPHONES
4024 & 6964

*

THE INDIAN

A MONTHLY NEWSMAGAZINE
FOUNDED JUNE 1937
Editor & Publisher C. B. MATHURA.

TRINIDAD'S
INDIAN POPULATION
202,000

*

18 ST. VINCENT STREET,
PORT-OF-SPAIN,
TRINIDAD, B.W.I.

18th October, 1950.

Mr. A. Phillip Randolph,
Int. President,
Bro. Sleeping Car Porter,
217, West, 125th Street, Room 301,
New York, 27,
NEW YORK.

Sir,

I beg to thank your union for the kind courtesies extended to me, and also the privilege of addressing a meeting at your Headquarters in New York in 1948.

I beg to acknowledge the receipt of your invitation to attend the Silver Jubilee Celebration which was recently held. I have no doubt that it was a great success, and I hope that the Union will go from strength to Stability.

Extend my sincere greetings to my friends through the medium of your newspaper which I receive regularly and find most interesting.

Yours faithfully,

Councillor C.B. Mathura.

Orig

October 24, 1960

Dr. G. Bromley Oxnam
150 Fifth Avenue
New York 11, New York

Dear Bishop Oxnam:

Permit me to express my appreciation for your letter of September 30th initiating your Pleasure with the Jubilee Celebration of the Brotherhood. May I assure you that the officers and members of our Organization are deeply grateful to you for your presence at our Twenty-Fifth Anniversary Celebration, and the inspiring message you brought us. We shall never forget it. It not only projected thinking, but also touched our hearts.

Sincerely yours,

A. Philip Randolph
International President

APR:MB

Cond

October 26, 1965

Mrs. Frank Harris
1 Wall St Hotel
New York, New York

Dear Mrs. Harris:

Just a word to say that the officers and members of [illegible] of changing our Partners that quite honored to have had [illegible] occasion of our Silver Jubilee. I am sorry I did not [illegible] good you.

Sincerely yours,

A. Philip Randolph
International President

APR:HR

Cancelled

October 26, 1950

Mr. J. E. Wilkerson, Director
National General Sales Division
Hiram Walker Incorporated
1000 Euclid Avenue
Cleveland 2, Ohio

Dear Mr. Wilkerson:

Just a word to thank you for your letter of September 28th and to express the appreciation of our Organization for the cooperation and courtesies your company rendered in helping to give entertainment to the delegates in attendance at the Seventh Biennial Convention of the Brotherhood and its Silver Jubilee.

I am glad that you are pleased with the honorary membership card.

Very truly yours,

A. Philip Randolph
International President

APR:RS

ASA PHILIP RANDOLPH SUBJECT FILE BROTHERHOOD OF SLEEPING CAR PORTERS 1950

7th Biennial Convention

25th ANNIVERSARY

Silver Jubilee Anniversary
See 25th Anniversary

(4)

[1950]

Conf

COMMITTEE ON SCIENTIFIC SAFETY AND SERVICE EFFICIENCY

1. Thomas Patterson, New York
2. H. E. Jones, New York
3. L. S. Thomas, Ashevill
4. George Bingham, Boston
5. Vassar Evans, Buffalo
6. L. O. Manson, Chicago
7. C. E. Samonte, Chicago
8. R. A. Heston, Indianapolis
9. A. L. Payne, C & O, Huntington and Hinton
10. C. J. Smith, Atlantic Coast Line, Richmond
11. William Fields, International Great Northern, San Antonio
12. William Heintz, Texarkana Cotton Belt, Texarkana
13. W. C. Mills, New York
14. O. W. Page, St. Louis

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1. B. F. McLaurin, New York
2. Foster Mitchell, Chicago
3. S. W. Woodhouse, Chicago
4. B. L. Wilson, Chicago
5. Charles Cooper, Memphis
6. M. Dash, Montreal
7. S. G. Gizzle, Toronto
8. O. W. Page, St. Louis
9. M. H. Henry, Pittsburgh
10. W. C. Mills, New York
11. J. F. Smith, Denison
12. William Heintz, Texarkana

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1. Milton P. Webster, Chicago
2. T. D. McNeal, St. Louis
3. Ashley L. Totten, New York
4. Thomas Patterson, New York
5. C. L. Dellums, Oakland
6. E. J. Bradley, St. Louis
7. Bennie Smith, Detroit
8. Ernest Smith, Chicago
9. C. E. Samonte, Chicago
10. A. R. Blanchette, Montreal
11. C. H. Scott, Chicago
12. D. LaRoche, New York
13. G. C. Garren, New Orleans
14. M. Gregory, Tampa
15. H. Doyle, Denver

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1. E. J. Bradley, St. Louis
2. T. D. McNeal, St. Louis
3. J. F. Smith, Missouri, Kansas, Texas - Dennison
4. Edward Melton, Santa Fe - El Paso
5. Perry Hollins, Texas and Pacific - Fort Worth
6. A. L. Payne, Chesapeake and Ohio - Huntington and Hinton
7. F. D. Gregory, Santa Fe - Kansas City
8. Frank G. Kimmons, Santa Fe - Los Angeles
9. Jessie L. Johnson, Southern Pacific - Los Angeles
10. W. E. Smith, Illinois Central - Memphis
11. Ray Johnson, Atlantic Coast Line - Monroe Hamlet
12. W. Fields, International Great Northern - San Antonio
13. Jule E. Brown, Southern Pacific - Oakland
14. C. Smith, Atlantic Coast Line, Richmond
15. W. E. Heintz, Texarkana, Cotten Belt - Texarkana
16. E. A. Woods, Santa Fe - Tucson
17. Clyde Lewis, Texas and New Orleans - San Antonio

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1. Thomas Patterson, New York
2. Ralph Thornton, Chicago
3. C. M. Lester, New Orleans
4. Jule E. Brown, Oakland
5. Sidney J. Whitaker, Detroit

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1. J. A. Martin, Chicago
2. U. C. Crowder, Chicago
3. James M. White, Los Angeles
4. L. D. Stone, Boston
5. C. J. Payne, Oklahoma City
6. M. H. Henry, Pittsburg

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3. F. D. Fair, Washington, D. C.
4. Fred T. Winn, Toronto
5. William Fields, San Antonio
6. Ralph Thornton, Chicago
7. W. Richardson, Birmingham
8. George Bingham, Boston
9. L. B. Thompson, Los Angeles
10. W. C. Mills, New York

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1. C. L. Dellums, Oakland
2. H. E. Jones, New York
3. Thomas Culpepper, Atlanta
4. L. S. Thomas, Asheville
5. W. J. Thompson, Augusta
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24. L. B. Thompson, Los Angeles
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26. Charles Cooper, Nashville
27. L. Simmons, Montreal
28. W. H. Bowe, New York
29. G. C. Garren, New Orleans
30. J. P. Davis, New Orleans
31. C. M. Lester, New Orleans
32. Jules E. Brown, Oakland
33. M. H. Henry, Pittsburgh
34. Anthony Smith, Portland
35. M. D. Stone, Richmond
36. G. W. Rainey, San Antonio
37. William Gregory, Salt Lake City
38. O. W. Page, St. Louis
39. Matthew Gregroy, Tampa
40. Fred T. Winn, Toronto
41. A. R. Blanchette, Montreal
42. M. Dash, Montreal
43. S. G. Grizzle, Toronto
44. A. C. Speights, Washington, D.C.

Convention [1950]

RESOLUTION: Submitted by A. Philip Randolph, International President

SUBJECT: COMMITTEE TO COMBAT COMMUNISM AMONG NEGROES

WHEREAS, Russian Communism has become a grave, clear and present danger to the free trade union movement of America and the world, the minorities and democracy, causing the American Federation of Labor to help form the Free Trade Union Committee to combat Communism in the labor movement,

WHEREAS, The religious faiths, Protestant, Jewish and Catholic through their respective organizations, Federal Council of Churches of Christ in America, Synagogue Council of America, and the National Catholic Welfare Council, denounce and condemn the Communist phony Stockholm peace propaganda campaign as camouflage designed to confuse the free societies and conceal the aggressive policies revealed in the invasion of Korea which menace world peace,

WHEREAS, Negro boys, along with white, Jewish, Catholic and Protestant, have been and are fighting and dying in Korea to win liberty and peace under the flag of the UN and the United States in a war brought on by the ruthless invasion of South Korea by the Communist Russian puppet government, North Korea,

WHEREAS, Through the process of indoctrination, infiltration and subversion, Russian Fifth Column agents in this country working as the Communist Party and its various front organizations and fellow-travelers, were and are resorting to every conceivable form of treachery, misrepresentation, lies and sabotage, and are supporting the Russian controlled North Korean Communists who shot down and still are shooting down Negro, white, Jewish and Catholic boys,

WHEREAS, A special edition of the Daily Worker, Communist organ, is printed as a Harlem Worker as a part of a nation-wide bid for the allegiance of Negroes, and made a noted Negro leader the Chairman of the Peace Information Center for the supervision of the distribution of the Communist Peace Petition to support Soviet Russia's imperialistic war aims, therefore be it

RESOLVED, That the Brotherhood of Sleeping Car Porters in its Seventh Biennial Convention and Silver Jubilee Anniversary go on record, in view of the deception Communists perpetrated upon well-meaning but misguided Negro leaders, and the rank and file Negro workers, resulting in splitting wide open Negro leadership, destroying unity and power so necessary in the fight for civil rights as advocating a national committee to combat Communism among Negroes; therefore be it

FURTHER RESOLVED, That the sound, constructive patriotic forces among Negroes and their labor and liberal friends be enlisted in this movement, and that a nation-wide campaign of public education and enlightenment on the menace of Russian Communism and its warfare against democracy and the well-being of the Negro in particular and labor and minorities in general, and also to warn against the Trojan Horse and United Front tricks of the Communists, without giving any aid and comfort to hysteria and witch-hunting, resulting in the smearing of honest liberals and men of labor in the fight against racism and the American variety of Fascism.

RESOLUTION: Submitted by A. Philip Randolph, International President

SUBJECT: WORLD CONGRESS OF NEGRO PEOPLES

WHEREAS, Teeming millions of peoples of Africa, with the teeming millions of their brown and yellow brothers of Asia are marching forward to independence and freedom under the matchless leadership of Nehru,

WHEREAS, A conference of the peoples of Asia have been held at New Delhi, India and Baques, Philippines to study and review the problems of this continent in the light of the development of a deepening and sharpening revolutionary crisis that is destined to exercise a life and death influence upon the future of Asia, all peoples of color and for that matter, the entire world,

WHEREAS, Representatives of India, Pakistan, Burma, Indonesia, China, Ceylon and other smaller Asiatic peoples are sitting in the Security Council or the Assembly and other sections of the United Nations, pleading the cause of the various peoples of Asia, which enables them to mold and mobilize world opinion in their behalf against imperialists and imperialism on the right and left,

WHEREAS, Black Africa, her sould and body, scarred and bleeding from years of exploitation and oppression,

WHEREAS, The voice and cause of Africa must be heard in this hour of storm and stress to alert, inform and shape public opinion of her problems, hopes and aims, not only for bread which they need and must have, but also for freedom, independence and a place of dignity along with the other peoples of the world, brown, yellow and white in the "Sun",

WHEREAS, The Negroes in the United States with their growing and immense political power and influence possess the opportunity to render farreaching, invaluable and constructive service to Africa, the land of their forefathers by making the American people and government leaders and the United Nations conscious of the right of the native blacks of Africa to a heritage of liberty and justice and of the great debt the Western Christian democracies owe the African world for the life, labor and blood drained from that continent to build a kingdom of cotton in the United States, textiles in England, wealth and power for France, Italy and Spain,

WHEREAS, The greatest and most effective weapon which can be developed and employed in behalf of Africa is public opinion in Western democracies and Asia with special emphasis upon the utilization of the United Nations which can be used to help prevent Africa from becoming a happy hunting ground of decadent Western democracies and designing Communist dictatorships and soldiers hungry for fortunes of gold; therefore be it

RESOLVED, That Negro leaders representing labor, church, business, school, government, civil rights, youth, women etc., of the United States call a World Congress of Negro peoples to be held in the spring or summer of 1951 in New York City or thereabouts, the home of the United Nations, with leaders from various areas of Africa, like Nigeria, Liberia, Ethiopia and the various islands

of the West Indies and Canada,

BE IT FURTHER RESOLVED, That Jawaharlal Nehru, the great leader of Asia be invited to attend and address this Congress and assure it of the monumental moral support of the peoples of India and Asia and its unity with the peoples in Africa and their descendants in the Western democracies,

BE IT FURTHER RESOLVED, That this Congress be dedicated to serve the cause of unity of the Negro peoples of Africa, West Indies, Canada and the United States, and that an International World Coordinating Agency such as an African American West Indian Consultative Assembly which may be brought into action to serve the interests of the Negro peoples in various parts of the world when crises arise that threaten their life and liberty and status, comparable to the International Confederation of Free Trade Unions, which can expose and fight colonialism and white supremacy,

BE IT FURTHER RESOLVED, That this Congress of Negro peoples be begun with a resounding and mammoth demonstration in the form of a giant parade of Negro peoples with their non-Communist labor and liberal friends in the U.S.A. to demonstrate the collective will of the African, American and West Indian Negro to fight for a free Africa and the achievement of the Democratic Rights of the Negro peoples in the U.S.A. and the West Indies.

Pub Ex Bus,

Auditing

Scientific & and Legislative W

Friends Ladies Night

Hanna Slave Claim

Wm Wilson

4-7

Train public Interviews & Elections

Delegates to high Convention

RESOLUTION: Submitted by A. Philip Randolph and Milton P. Webster
Delegates of the Brotherhood of Sleeping Car Porters

AN AFRICAN FEDERATION

WHEREAS, Africa has and still is the victim of some of the worst and most horrible forms of colonialism, expressing itself in unspeakable oppression and exploitation of the land and labor of the African peoples, as well as denying to them the right of self-determination under the pretext of their being backward as though all of the self-governing peoples of the world were not at some time backward

WHEREAS, The peoples of the great continent of Africa, numbering some 200 millions, have at last, are now in flames crying out in unmistakable demands for liberty and independence and freedom from the insult of imperialism, which, since the beginning of the slave trade in the 7th Century AD, has resulted in the loss to their land of over a hundred million souls through slave raids and the callous murder of slaves who resisted slave traders

WHEREAS, Unless it is recognized that it is later than the Western democracies think in the march of Africa toward the goal of self-determination and the UN and the great Western powers join hands to free Africa from her ancient bondage of rule by white powers, Africa will certainly be lost to democracy for Stalin and his Cominform are losing no time in seeking to bring Africa into the Russian Communist orbit; therefore be it

RESOLVED, That the 69th Convention of the American Federation of Labor assembled in Houston, Texas, September, 1950, go on record in favor of the development and establishment of an African Federation, with control of her foreign and domestic policies with UN cooperation and support.

Concur

[1950]

RESOLUTION NO. 105: Submitted by the Los Angeles Division.

SUBJECT: PROPOSED CHANGE IN EXISTING RULE 10 OF THE PULLMAN AGREEMENT

The Committee wishes to call the attention of the submitting Division to the fact that all held-for-service rules in the railroad industry are based on the theory that a man should receive a day's pay for every 24 hours held. As of September 1, 1949, the basic day for Pullman porters was lowered to some 6 hours and 50 minutes. This 6 hours and 50 minutes pay equals what he would have received for eight hours work. Therefore, our Pullman membership is still receiving a day's pay for every day held. Therefore, the Committee recommends that no action be taken on this Resolution.

RESOLUTION NO. 106: Submitted by the Nashville Division.

SUBJECT:

The Committee recommends that no action be taken because the change would be impracticable, as long as we maintain a monthly guarantee and the men are allowed to operate from terminal to terminal.

RESOLUTION NO. 107: Submitted by the Los Angeles Division.
RESOLUTION NO. 108: Submitted by the Montreal Division.

SUBJECT: ELIMINATION OF PRO-RATION OF TIME UNDER RULES 5 AND 6

The Committee wishes to again direct the attention of the delegates to the fact that as long as we insist on keeping a monthly guarantee and operating runs from terminal to terminal, receiving time and one-half and other benefits incidental to such operations, it is absolutely impossible to eliminate pro-rating of time.

RESOLUTION NO. 109: Submitted by the Philadelphia Division.

SUBJECT:

The Committee recommends non-concurrence in this Resolution because under the present rules if a man works 15 days, he gets 15 days' pay, and if he works a full month on a run, he will get a full month's pay, even though sometimes the adjustment has to be made on his second half pay check.

third copy of some of resolutions
Contention

[T450]

RESOLUTION: Submitted by A. Philip Randolph, International President

SUBJECT: NEGROES IN STATE DEPARTMENT AND FOREIGN SERVICE

WHEREAS, The State Department is the chief agency of the United States Government which, through the foreign services and diplomatic legations, build up a reservoir of good-will among the governments and peoples of Europe, Asia, Africa, The South and Central Americas, and

WHEREAS, The State Department, except for a Minister to Liberia and the post formerly held by Dr. Ralph Bunche, has practiced a bit of quiet discrimination against Negroes in its higher echelons, and

WHEREAS, There are Negroes fully qualified with and without Doctorate Degrees to serve as specialists in political science, sociology, history, anthropology, psychology, economics and international law, and

WHEREAS, 2/3 of the population of the world of color suspect and distrust the United States and, justly so, because of the manner in which this country has treated men of color; and

WHEREAS, The presence of Negroes in the State Department and the Diplomatic service is one of the concrete demonstrations of the integrity and validity of our professions of democracy to the European and colored world, which will give strength to the foreign policy of the U.S.A. in its struggle with the Soviet Union; therefore be it

RESOLVED, That the Seventh Biennial Convention of the Brotherhood of Sleeping Car Porters assembled in New York City, September, 1950, go on record as calling upon President Truman and Dean Acheson, Secretary of State to appoint Negroes in the higher echelons in the State Department and foreign services as a matter of right and fair-play and build an effective agency to promote the President's Truth Campaign against Russian Communist lies, which is utterly impossible without the use of the technical, professional and labor services of colored Americans.

RESOLUTION: Submitted by A. Philip Randolph, International President

SUBJECT: ATOMIC WARFARE

WHEREAS, According to great minds of science, an atomic war will result in the destruction of our modern civilization, as we know it, and

WHEREAS, In an atomic war no nation wins but all peoples lose through destruction; therefore be it

RESOLVED, That the Brotherhood of Sleeping Car Porters assembled in Convention in New York City, September, 1950 go on record as supporting the Baruch Plan of giving the control of atomic bombs to International inspection until the nations through the United Nations come to the recognition of the necessity for preventing the manufacture of atomic bombs and also the necessity of world disarmament, which constitutes the only sure road to world peace.

RESOLUTION NO. 1: Submitted by A. Philip Randolph, International President.

SUBJECT: FEDERAL AID TO EDUCATION

The Committee recommends concurrence in this Resolution.

RESOLUTION NO. 2: Submitted by A. Philip Randolph, International President.

SUBJECT: UNITY OF A. F. OF L. AND C. I. O.

The Committee recommends concurrence in this Resolution.

RESOLUTION NO. 3: Submitted by A. Philip Randolph, International President.

SUBJECT: UNION SHOP

The Committee recommends concurrence in this Resolution.

RESOLUTION NO. 4: Submitted by A. Philip Randolph, International President.

SUBJECT: NATIONAL HEALTH

The Committee recommends concurrence in this Resolution.

RESOLUTION NO. 5: Submitted by A. Philip Randolph, International President.

SUBJECT: A NEGRO LABOR COMMITTEE

The Committee recommends that this Resolution be referred to the International Executive Board for further study.

RESOLUTION NO. 6: Submitted by A. Philip Randolph, International President.

SUBJECT: F.E.P.C.

The Committee recommends concurrence in this Resolution.

RESOLUTION NO. 7: Submitted by A. Philip Randolph, International President.

SUBJECT: REPEAL OF TAFT-HARTLEY ACT

The Committee recommends concurrence in this Resolution.

RESOLUTION NO. 8: Submitted by A. Philip Randolph, International President.

SUBJECT: COLD WAR

The Committee recommends concurrence in this Resolution.

RESOLUTION NO. 9: Submitted by A. Philip Randolph, International President.

SUBJECT: FREE TRADE UNIONS

The Committee recommends concurrence in this Resolution.

RESOLUTION NO. 10: Submitted by A. Philip Randolph, International President.

SUBJECT: UNITED NATIONS

The Committee recommends concurrence in this Resolution.

RESOLUTION NO. 11: Submitted by A. Philip Randolph, International President.

SUBJECT: CREDIT UNIONS

The Committee recommends concurrence in this Resolution.

RESOLUTION NO. 12: Submitted by A. Philip Randolph, International President.

SUBJECT: WAR CONTROLS OF PRICES AND PROFITS

The Committee recommends concurrence in this Resolution.

RESOLUTION NO. 13: Submitted by A. Philip Randolph, International President.

SUBJECT: HOUSING

The Committee recommends concurrence in this Resolution.

RESOLUTION NO. 14: Submitted by A. Philip Randolph, International President.

SUBJECT:

RESOLUTION NO. 15: Submitted by A. Philip Randolph, International President.

SUBJECT: JIM CROW ARMY

The Committee recommends concurrence in this Resolution.

RESOLUTION NO. 16: Submitted by A. Philip Randolph, International President.

SUBJECT: BROTHERHOOD RETIRED MEN

The Committee recommends concurrence in this Resolution.

RESOLUTION NO. 17: Submitted by the Montreal Division.
RESOLUTION NO. 18: Submitted by the Toronto Pullman Division.
RESOLUTION NO. 19:
RESOLUTION NO. 20: Submitted by the Toronto Division.
RESOLUTION NO. 21: Submitted by the Montreal Division.

SUBJECT: CANADIAN MEMBER ON INTERNATIONAL EXECUTIVE BOARD

Resolutions Nos. 17 - 21 call for the appointment or placement of a Canadian member on the International Executive Board. The Resolutions Committee desires to call attention to the fact that the Brotherhood's Constitution provides for four members of the International Executive Board to come from various geographic locations of the Brotherhood, which includes Canada, and further provides that these members be regularly nominated from the floor in each Convention and elected by the Convention. Therefore, there is nothing in the present Constitution to prevent the Convention from electing a Canadian member to the International Executive Board. We further wish to point out that the wishes of the submitters in the above-mentioned Resolutions could not be secured in resolution form. For the reasons enunciated here, your Committee recommends non-currence.

RESOLUTION NO. 22: Submitted by the Toronto Division, CPR.
RESOLUTION NO. 23: Submitted by the Montreal Division.
RESOLUTION NO. 24: Submitted by the Montreal Division.
RESOLUTION NO. 25: Submitted by the Montreal Division.

SUBJECT: FOR THE CREATION OF A CANADIAN ZONE, SUPERVIZED BY A ZONE SUPERVISOR SELECTED FROM THE CANADIAN MEMBERS

The Committee recommends non-concurrence in these Resolutions, and wishes to further state that as set forth in its action taken on Resolution No. 11 at the Detroit Convention, 1948, the appointment of a Zone Supervisor and the setting up of Zones, location of Headquarters, and duties of International Representatives in any particular territory are wholly administrative and are left largely to the discretion of the International President.

In those recommendations on the Resolution, the International President was directed to look into the entire Canadian situation with the view of carrying on an educational program in regard to the subject matter raised by the Canadian Brothers on this point. A review of the information reported to the Organization by the International President as a result of his study of the situation does not indicate that there are any conditions developing in the Canadian situation which would justify any drastic change in the setup insofar as the Canadian situation is concerned.

RESOLUTION NO. 26: Submitted by the Toronto Division.

SUBJECT: DISCRIMINATION BY A. F. OF L. AFFILIATES IN CANADA

The Committee recommends that this Resolution be referred to the International President for investigation for whatever action which is indicated. The Committee further recommends that the submitters of the Resolution immediately furnish the International President more detailed information supporting their contentions in this matter.

RESOLUTION NO. 27: Submitted by the Montreal Division.

SUBJECT: VISITS BY THE INTERNATIONAL PRESIDENT

The Committee recommends that this Resolution be referred to the International President.

RESOLUTION NO. 28: Submitted by the Toronto Division.

SUBJECT: PROTECTION OF PULLMAN EMPLOYES IN CANADA

The Committee wishes to point out to the submitting Division that the Railway Labor Act is a law of the United States. Therefore, it does not apply outside the boundaries of the United States. However, the Committee recommends that this matter be referred to the International President. The Committee further recommends that the International President be directed to make an investigation to determine what rights, if any, the Canadian members have under our contract that they are not getting and bring about a correction of same.

RESOLUTION NO. 29: Submitted by the Los Angeles Division.
RESOLUTION NO. 30: Submitted by the Memphis Division.

SUBJECT: EXEMPTION OF LOCAL OFFICERS FROM THE PAYMENT OF DUES

The Committee recommends non-concurrence and wishes to call attention to Article XIX of the Regulations for Local Divisions, which provides that compensation may be voted for Local Officers if the financial condition of the Local so warrants with the consent and approval of the International President.

RESOLUTION NO. 31: Submitted by the Philadelphia Division.

SUBJECT: NOTIFYING LOCAL PRESIDENTS OF SUPPLEMENTAL AGREEMENTS.

The Committee recommends concurrence in this Resolution.

RESOLUTION NO. 32: Submitted by the Philadelphia Division.

SUBJECT: ISSUING PORTERS BOOKS COVERING CONTRACTS

In connection with the above-mentioned Resolution, the Committee wishes to make the following observations: The question of having the Company print the rules in book form and distribute them is strictly a Company prerogative over which the Organization has no jurisdiction. The Organization has directed that sufficient mimeographed copies of any changes in the rules be sent to all Zone Supervisors for immediate distribution in the Local Divisions.

The Company has tentatively agreed that subsequent to the next conference in which rules will be changed, they will reprint the Agreement with all the additions thereto that have been made since its last printing. In the meantime, the Zone Supervisors will be directed to see that a sufficient number of copies of any changed rules be immediately put in the hands of all Local Officers for distribution among the Local membership. In view of the above, the Committee does not feel that any action on the Resolution will be necessary.

RESOLUTION NO. 33: Submitted by the Philadelphia Division.

SUBJECT: BLOOD BANKS FOR BROTHERHOOD MEMBERS

The Committee does not feel that this Resolution would be feasible; that is, to create blood banks for the exclusive use of the members of our Organization. But in lieu of the above-mentioned Resolution, the Committee recommends that the members of the Organization contribute blood to the local blood banks.

RESOLUTION NO. 34: Submitted by the Philadelphia Division.

SUBJECT: INSURANCES

The Committee recommends non-concurrence in this Resolution.

RESOLUTION NO. 35: Submitted by the Columbus Division.

SUBJECT: CLOSED SHOP

In view of the action taken on a previous Resolution in connection with this subject, the Committee recommends that no action be taken.

RESOLUTION NO. 36: Submitted by the Columbus Division.
RESOLUTION NO. 37: Submitted by the St. Louis Division.

SUBJECT: $100.00 MINIMUM PENSION PER MONTH.

The Committee recommends concurrence in this Resolution.

RESOLUTION NO. 38: Submitted by the Montreal Division.

SUBJECT:

The Committee recommends that this Resolution be referred to the International Executive Board.

RESOLUTION NO. 39: Submitted by the Toronto Division.

SUBJECT: ELIMINATION OF $10.00 ANNUAL TAX

In connection with this Resolution, the Committee wishes to submit that the $10.00 Tax was made a part of the financial obligations of the members of this Organization after a most minute analysis of the Organization's finances. It was initiated as a permanent yearly tax after due consideration. It was unanimously adopted by the delegates attending the 1948-Detroit Convention. The conditions which prompted the initiation of the $10.00 tax still obtain and apparently will obtain for a considerable number of years. For those reasons the Committee recommends non-concurrence in the Resolution.

RESOLUTION NO. 40: (Call for identification of this Resolution.)

SUBJECT: CHANGE IN ARTICLE VI OF THE CONSTITUTION

The Committee recommends non-currence with this Resolution, but wishes to observe that the present regulations of the Brotherhood require that when one of its members is promoted to such supervisory positions as Porter Instructor and the like, he relinquishes his membership in the Organization during the tenure of such position, with the privilege of returning to the Organization at such time as he reverts back to his original position as porter, attendant, maid, or other employment.

RESOLUTION NO. 41: Submitted by the Toronto Pullman Division.
RESOLUTION NO. 42: Submitted by the Indianapolis Division.
RESOLUTION NO. 43: Submitted by the Atlanta Division.
RESOLUTION NO. 44: Submitted by the Washington Division.
RESOLUTION NO. 45: Submitted by the St. Louis Division.

SUBJECT: RAILROAD AND PULLMAN PASSES FOR MEMBERS OF ORGANIZATION

The Committee is cognizant of many of the difficulties that have been outlined in the above-mentioned Resolutions in connection with members of our Organization obtaining passes on the same basis as other employes obtain them. The subject matter of these Resolutions have been discussed very extensively with The Pullman Company and a number of railroad carriers. Much difficulty has been experienced in our negotiations on this subject matter, particularly with The Pullman Company who maintains that it cannot contract to give us something over which they have no control, referring to the railroad carriers.

The Committee recommends that the International President be directed to continue negotiations with The Pullman Company and the various railroad companies, and wield the influence and strength of the Organization in bringing about an arrangement through agreement with the various carriers to the end that the members of our Organization will be given passes by the railroad companies and The Pullman Company for parlor car and sleeping car space on the same basis as are given to all other railroad employes in the nation.

RESOLUTION NO. 46: Submitted by the Detroit Division.
RESOLUTION NO. 47: Submitted by the Jacksonville Division.

SUBJECT: ANNUAL MEMORIAL SERVICES

The Committee recommends non-concurrence with this Resolution.

RESOLUTION NO. 48: Submitted by the Pittsburgh Division.

SUBJECT: ANNUAL RANDOLPH DAY

The Committee recommends non-concurrence in this Resolution.

RESOLUTION NO. 49: Submitted by the Cincinnati Division.
RESOLUTION NO. 50: Submitted by the Tampa Division.

SUBJECT: DISTRIBUTION OF CONVENTION MINUTES TO MEMBERSHIP

The Committee recommends non-concurrence in these Resolutions because one of the Resolutions involve having a daily report of the Convention which would be prohibitively expensive. However, the Committee

recognizes that in the past there has been what seems to be an unusual delay in the printing and distribution of the minutes of the Convention. Therefore, the Committee further recommends that the International President be directed to give special attention to the immediate printing and distribution of the minutes of the Convention to the various Divisions subsequent to this Convention.

RESOLUTION NO. 51: Submitted by Illinois Central Train Porters, Local #4

SUBJECT: GROUP INSURANCE

The Committee recommends non-concurrence with this Resolution.

RESOLUTION NO. 52: Submitted by Illinois Central Train Porters Local #4

SUBJECT: FORFEITURE OF PART PAYMENTS

The Committee recommends concurrence with this Resolution and wishes to re-emphasize, for the benefit of Local Officials, the fact that a Brother making this part payment will be instructed at the time that his payment is made that the whole fee must be completed within ninety (90) days, and that he is not a member and cannot reap any benefits of the Organization until the final payment is made.

RESOLUTION NO. 53: Submitted by the Toronto Division.

SUBJECT: DISCRIMINATION IN RAILROAD EMPLOYMENT

The Committee recommends concurrence with this Resolution.

RESOLUTION NO. 54: Submitted by the Jacksonville Division.

SUBJECT: RATES FOR DEADHEAD EMPLOYES IN DINING CAR

The Committee is unaware that any railroad officially denies a deadhead porter, deadheading on Company business, the same rates in dining cars as are allowed to porters operating in service. However, the Committee wishes to recommend non-concurrence with this Resolution with the understanding that if there are roads denying rates to deadhead employes, the Organization will take whatever steps necessary to correct it.

RESOLUTION NO. 55: Submitted by the New Orleans Division.

SUBJECT: INCOME TAX

The Committee recommends that this Resolution be referred to the International President.

RESOLUTION NO. 56: Submitted by the Portland Division.

SUBJECT: NOTICES ON CHANGES OF RULES IN AGREEMENT

The Committee recommends concurrence with this Resolution.

RESOLUTION NO. 57: Submitted by the St. Louis Division.

SUBJECT: CONSOLIDATION OF ROSTERS

The subject matter of this Resolution was presented to two previous Conventions. An analysis of the situation by the International President and other Officers of the Organization indicated that it involves many serious controversial questions, particularly with reference to the application of accumulated seniority. The matter was submitted to the Company in negotiations, but no progress was made in that respect.

However, in the investigation of this subject, it has been developed that there are a large number of men opposed to this consolidation. In view of the fact that the adjustment of this matter along the lines suggested in this Resolution involves many serious problems affecting the men, the Committee recommends that the International President be directed to give further study to the situation with the view of trying to reconcile the view of our membership in that respect.

RESOLUTION NO. 58: Submitted by the Fort Worth Division.

SUBJECT: ADDITIONAL PAY FOR CARS NOT MANNED.

The Committee recommends that this Resolution be referred to the Agreement Committee.

RESOLUTION NO. 59: Submitted by the St. Louis Division.

SUBJECT: COOK'S RATES FOR ATTENDANTS ON CERTAIN RUNS

RESOLUTION NO. 60: Submitted by the Ashville Division.
RESOLUTION NO. 61: Submitted by the Cincinnati Division.
RESOLUTION NO. 62: Submitted by the Portland Division.
RESOLUTION NO. 63: Submitted by the Philadelphia Division.
RESOLUTION NO. 64: Submitted by the Philadelphia Division.
RESOLUTION NO. 65: Submitted by the St. Louis Division.
RESOLUTION NO. 66: Submitted by the Columbus Division.
RESOLUTION NO. 67: Submitted by the Los Angeles, California Division
RESOLUTION NO. 68: Submitted by the Louisville Division.
RESOLUTION NO. 69: Submitted by the Jacksonville Division.
RESOLUTION NO. 70: Submitted by the Birmingham Division.
RESOLUTION NO. 71: Submitted by the Washington Division.

SUBJECT: PROPOSED CHANGES IN EXISTING RULE 4 OF THE PULLMAN AGREEMENT

RESOLUTION NO. 72: Submitted by the Birmingham Division.

SUBJECT: PROPOSED CHANGES IN EXISTING RULES 5 AND 6 OF THE PULLMAN AGREEMENT

RESOLUTION NO. 73: Submitted by the St. Louis Division.

SUBJECT: PROPOSED CHANGES IN EXISTING RULE 7 OF THE PULLMAN AGREEMENT

RESOLUTION NO. 74: Submitted by the Philadelphia Division.

SUBJECT: PROPOSED CHANGES IN EXISTING RULE 12 OF THE PULLMAN AGREEMENT

RESOLUTION NO. 75: Submitted by the Toronto Pullman Division.
RESOLUTION NO. 76: Submitted by the Philadelphia Division.
RESOLUTION NO. 77: Submitted by the Oklahoma City Division.
RESOLUTION NO. 78: Submitted by the Los Angeles Division.
RESOLUTION NO. 79: Submitted by the Birmingham Division.

SUBJECT: PROPOSED CHANGES IN EXISTING RULE 18 OF THE PULLMAN AGREEMENT ON THE SUBJECT OF IN-CHARGE WORK

RESOLUTION NO. 80: Submitted by the Toronto Division

SUBJECT: PROPOSED CHANGES IN EXISTING RULE 25 OF THE PULLMAN AGREEMENT

RESOLUTION NO. 81: Submitted by the Montreal Division.

SUBJECT: PROPOSED CHANGES IN EXISTING RULE 41 OF THE PULLMAN AGREEMENT

RESOLUTION NO. 82: Submitted by the Toronto Division.

SUBJECT: ADDITION TO EXISTING RULE 42 OF THE PULLMAN AGREEMENT

RESOLUTION NO. 83: Submitted by the St. Louis Division.

SUBJECT: PROPOSED CHANGES IN EXISTING RULE 43 OF THE PULLMAN AGREEMENT

RESOLUTION NO. 84: Submitted by the Cincinnati Division.

SUBJECT: PROPOSED REVISION OF EXISTING RULE 44 OF THE PULLMAN AGREEMENT

RESOLUTION NO. 85: Submitted by the Toronto Division.
RESOLUTION NO. 86: Submitted by the Los Angeles Division.

SUBJECT: PROPOSED CHANGES IN EXISTING RULE 46 OF THE PULLMAN AGREEMENT

RESOLUTION NO. 87: Submitted by the Philadelphia Division.

SUBJECT: NEW RULE ON SHORT ROUND TRIPS

RESOLUTION NO. 88: Submitted by the Philadelphia Division.
SUBJECT: NEW RULE CALLING FOR CHANGES IN COMMISSARY OPERATIONS

RESOLUTION NO. 89: Submitted by the Ashville Division.

SUBJECT: NEW RULE CALLING FOR PROTECTION FROM PRACTICE OF HAVING LOWER EMPLOYES PERFORM PORTER WORK

The Committee recommends that all of the aforementioned Resolutions (Resolutions Nos. 59 - 89) be referred to the International Agreement Committee.

(Give explanation at this point of the reasons why rule changes have not been effected.)

RESOLUTION NO. 90: Submitted by the Philadelphia Division.

SUBJECT: SLEEPING QUARTERS FOR PORTERS AWAY FROM HOME

The Committee recognizes the importance and need for the requested action in this resolution. It recommends that this Resolution be referred to the International President for the handling with top Pullman Management.

RESOLUTION NO. 91: Submitted by the Birmingham Division.

SUBJECT: TRANSPORTATION FOR EMPLOYES ACTING AS COMMITTEEMEN

In view of the action the Convention has already decided to take on the matter of transportation, the Committee sees no need for specific action. The Committee therefore recommends that no action be taken.

RESOLUTION NO. 92: Submitted by the Philadelphia Division.

SUBJECT:

The Committee recommends non-concurrence with this Resolution for the reason that we have present rules which provide ample procedures for adjusting any unjust amount of time for either preparatory or release work.

RESOLUTION NO. 93: Submitted by the Washington Division.

SUBJECT:

The Committee recommends non-concurrence with this Resolution because the change requested in this Resolution would not only be impractable, but would also be completely out of line with the recognized procedures of administration which have to do with disputes of this character.

RESOLUTION NO. 94: Submitted by the Los Angeles Division.

SUBJECT:

Because the Committee feels that the change requested in this Resolution would be unfair to extra porters already on the extra list, and would again lead to favoritism on the part of signout men, and the Committee feeling that the present regulation is better, it recommends non-concurrence with this Resolution.

RESOLUTION NO. 95: Submitted by the Fort Worth Division.
RESOLUTION NO. 96: Submitted by the Portland Division.
RESOLUTION NO. 97: Submitted by the Jacksonville Division.
RESOLUTION NO. 98: Submitted by the Indianapolis Division.

SUBJECT: PROPOSED CHANGE IN EXISTING RULE 40 OF THE PULLMAN AGREEMENT

The Committee recommends non-concurrence in these Resolutions because the recommended change in Rule 40 would be virtually impossible in operation under the present setup of Pullman Lines. And further, the Committee wishes to observe that for the past several years an intensive study has been made of the Pullman setup in conjunction with The Pullman Company in an effort to provide more work for the men in the intermediate districts which have a large majority of men who are either on the extra list or furloughed because of changes in railroad operations or elimination of work in their particular territory. We haven't been able to find as yet any solution that could be applied to the nation as a whole or any solution that could be encouched in the rules of the Agreement. Through separate Memorandum Agreements between the Organization and the Company relief has been granted to Districts where difficulties have been extreme in order to give the men of greater seniority more work. This has been manifestly successful in the Districts in which it was applied.

The Committee feels that the methods that are being carried out in this respect are the best that can be obtained under the present circumstances, but the Organization is continuing to study this problem with the view of working out a solution that might have more general application to the men in the country as a whole.

RESOLUTION NO. 99:

SUBJECT:

The Committee recommends non-concurrence in this Resolution because the change desired is impracticable due to several reasons, among

which is the fact that the Organization has no control over how or where the Company places the supervision of its runs. Some of the outlying points are supervised by Pullman officers so far away that it would be almost physically impossible for the employes residing in the districts in question to take the assignments.

RESOLUTION NO. 100: Submitted by the Boston Division.

SUBJECT: PROPOSED CHANGE IN EXISTING RULE 40 OF THE PULLMAN AGREEMENT

The Committee recommends non-concurrence in this Resolution because existing rules amply cover the subject matter.

RESOLUTION NO. 101: Submitted by the Columbus Division.

SUBJECT:

The Committee recommends non-concurrence in this Resolution because of the impracticability of doing what the Resolution calls for. The Committee respectfully refers the submitted Division to our analysis of what is being done to eliminate the handicaps suffered by certain districts in this respect as contained in Resolutions Nos. 95 - 98.

RESOLUTION NO. 102: Submitted by the Los Angeles Division.

SUBJECT: PROPOSED CHANGE IN EXISTING RULE 40 OF THE PULLMAN AGREEMENT

The Committee recommends non-concurrence in this Resolution because such a change in Rule 40 would be obviously unfair.

RESOLUTION NO. 103: Submitted by the Los Angeles Division

SUBJECT: PROPOSED CHANGE IN EXISTING RULE 40 OF THE PULLMAN AGREEMENT

The Committee feels that the present rule which assigns runs automatically and places the responsibility of its rightful application on the Company is a far better way of handling this situation than placing the responsibility on the Organization. Therefore, the Committee recommends non-concurrence in this Resolution.

RESOLUTION NO. 104: Submitted by the Toronto Division.

SUBJECT:

The Committee recommends non-concurrence in this Resolution because existing rules adequately take care of this situation.

F14507
AWuheat6409
Hartford ave

Mr Bennie Smith Detroit 10 Mich

and Brothern

I your brotrer A Wheat a believer in the teachings o Jesus christ and the comandment o God the farter To the fellow brothers ~~to~~ the Brotherhood of Sleeping car Poters

Dear brothers-

I ask you to consider the idea of dedicating one sunday a year to God by Having a sarmon preached to us at some Church in every district through the intire Pullman empire

I belive that all good and perfect gifts comes from God and for this I think we should at least one day a year for the wonderful blessings that has been restored upon

us. And I also belive that th hand
of God guided our Leaders through
these twenty five years of strugle.
So Let us praise God from whome
all blessind flows. by giving him at
Lesest one day a year

Very Truly yours
A Wheat

[1958]

Building the Brotherhood

The character of the men and women responsible for the direction and supervision of a movement, be it a trade union, corporation, church or school is of much more importance than the amount of money at their disposal.

If men are not of a kind they will misuse the power they possess whether in a business, church or trade union.

Thus, it is important to find out concerning men who are charged with the responsibility of running a movement, what are the values they respect and hold dear.

Rabbi Freund

~~110 W. 42 St~~

~~New York City~~

2

If the material power and the Dollar are their only ~~supreme~~ measure of worth, and moral and spiritual factors are ignored or poor-provided as signs of weakness and confusion, it is evident that men with this concept may only have a false sense of values but that power in their hands will constitute a distinct ~~source~~ danger to any great

~~human~~ Canal for the advancement of mankind. While material and money factors are important, the interest of a construction balance and progress, their values must not be over-rated because they may be the source of certain pleasures and power.

Only men of great wisdom, courage and

Consecration to the Good Life can recognize and under stand that grate material, money and organization power must be held in trusteeship for the well being of their followers and ~~and~~ the public, and not used for selfish aggrandisement.

5

Men who have
walked and who are
maintaining and
expanding the
Brotherhood have
~~must~~
~~can't~~
held and must
continue to hold
the power they possess
in trusteeship, for
~~the Brotherhood does not~~
while they have basic moral rights,
~~they~~
they do not own the Brotherhood,

6

~~They don't~~

They possess our

Leaders die and pass

away but the possession

will ever remain.

Verily, the work

and life of leaders

must be one of high

example and

inspiration.

Leaders of the Bro-

therhood, happily, are

fulfilling this condition

7

and mandate
One needs only to
call the roll
in New York, then
are Ashley L. Tatlow,
International Secretary-
Treasurer, T. T. Patterson,
Eastern Zone Supervisor,
B. F. McLaurin, Interna-
tional Field Organizer,
W. H. Bowen, Field Organizer,
O. W. Bynum, Field Organizer
and Theodore E. Brown,
Director of Research and

5

Education.

In Chicago, there are M. O. Mosier, First International Vice President, Ernest Smith, Local Secretary-Treasurer, International Field Organizer, Claude E. Brooms, Local Second Vice-President and ~~Manuel Kyle~~ Field Organizer and Manuel Kyle, Field Organizer and Memers, Local Executive Board.

In Detroit, there is Bennie Smith, Second

9

International Vice-President.

In St. Louis then on

E. J. Brandt

International Vice-President

and Director of Inter-

national Field Organizing.

In Oakland Calif.

via Mrs. P. L. Williams,

Local Union

Vice President

Officials

in the Conference Zone

Prices are supported

and strengthened by

a host of devoted

SUGGESTED FEATURE:

PIG EATING FARM

For as long as the children could remember, the great chest, scarred but still sturdy, had been in the village. It stood in an easily accessible spot in the town hall and the lid was never locked. Everyone made use of its contents at one time or another, and learned to help himself. Old people found comfort there, the crippled found crutches and the sick found the means to health. Children were constantly taking things out of the chest with no thought of putting them back. For, as everyone knew, there was something mysterious about the chest. No matter how much of its contents was removed, the chest was never empty.

No one had ever seen what was at the bottom of the chest, but everyone in the village knew the secret of its endless capacity. Everyone except one person, only one person in the entire village. He was a dull-witted man, incapable of accepting explanations based on faith.

"There is no miracle about the chest," he said. "Only a fool would believe it cannot be emptied." He swore that he would find out what was at the bottom of it.

So one night he stole into the town hall and began deliberately to throw things out of the chest. He had not worked long when he came upon an object he could not remove. It was a round ball, but incredibly heavy. He heaved and strained, but he could not lift it out. He could not empty the chest.

Without restoring any of the contents of the chest, he slammed the lid shut in disgust and went out into the village street.

He met an old man entering the town hall with a package under his arm. "Your legendary community chest has a stone at the bottom of it," he told him indignantly. "That is why it cannot be emptied."

"Everyone puts into the community chest as least as much as he takes out," the old man replied. "At the bottom of the chest is the heart of each of us. That is why it cannot be emptied."

-Glenn M. White.

Note: Please use the following in small type:
"Courtesy of the Ladies Home Journal"

10

local officials and lay-men who are devoted to the Carnes Brotherhood

SUGGESTED "GUEST EDITORIAL"

THERE ARE TWO SEAS

There are two seas in Palestine. One is fresh, and fish are in it. Splashes of green adorn its banks. Trees spread their branches over it, and stretch out their thirsty roots to sip of its refreshing water. Along its shores the children play.

The River Jordan makes this sea with sparkling water from the hills. So it laughs in the sunshine. And men build their houses near to it, and birds their nests; and every kind of life is happier because it is there.

The River Jordan flows on south into another sea. Here is no splash of fish, no fluttering leaf, no song of birds, no children's laughter. Travellers choose another route, unless on urgent business. The air hangs above its waters and neither man nor beast nor fowl will drink. What makes this mighty difference in these neighbor seas? Not the River Jordan. It empties the same good water into both. Not the soil in which they lie; not the country round about.

This is the difference. The Sea of Galilee receives but does not keep the Jordan. For every drop that flows into it another drop flows out. The giving and receiving go on in equal measure. The other sea is answer, hoarding its income jealously. It will not be tempted into any generous impulse. Every drop it gets, it keeps. The Sea of Galilee gives and lives. This other sea gives nothing. It is named Dead.

There are two seas in Palestine. There are two kinds of people in the world.....

Which kind are we?

A Parable by Bruce Barton

and the Brotherhood of the Carnes Officials

have demonstrated year by year and month by month the spirit and service

the Carnes & the spirit

and maintain high standards of service for the Carnes, without monetary reward ~~or selfish gain~~.

Insert after Jules T. Murphy

1

[1950]

I sixteen men

Porters who served

in the Brotherhood 25 years

without failing to pay

dues a single month or

failing to pay a single tax

over and for between

but there are some

Practically all of them

are distributed between

Chicago ~~and~~ Oakland Calif.,

~~and~~ New York and Boston

both points of strenuous

struggle and strong leader

ship.

These porters were not only

pioneers but they were as

steadfast as the Rock of Gibraltar.

Of such great moral prophesy and inspiration to Negro labor in particular and the workers, without regard to race, color, religion, or national origin or ancestry, in general that then 25 year roster herewith, listed

New York City

E. W. Hopkins, New York Centrals, now ill.

The following men paid dues continuously during the 25 year period, are deceased:

R. R. Matthews, Pennsylvania District, N.Y.

J. J. Davis, Pennsylvania district, N.Y.

Chicago

William F. Martin Chicago, East District
H. J. Jones, Chicago, Central District
Marshall Hill (Retired), Chicago, Central District
Harvey Jones Chicago, West District
Henry Terrell (Retired, Chicago, North District
Todd Ellis, Chicago, North District
Eugene Hill, Chicago North District
Louis O. Manor Chicago, Central District
Lawrence Tate, Chicago, East District
Curtis Blackburn, Chicago, East District

The following men paid dues continuously during the 27 year period, are deceased

William Brooks, Chicago, East District
Floyd E. Banks, Chicago, Central District
Fountain P. Johnson, Chicago, Central District
Karl Clark Chicago North District
John W. Beasley, Chicago, North District
Joseph Meade Ball, Chicago, West District

~~4~~

25-year men in Oakland, Calif.

C. E. Young, Homer Truscott,
L. L. Rousseau, C. H. Steiner,
John Robinson, Edward Clark,
C. Thurston, Nathaniel Hughes,
C. S. Williams, Warfield Bashford,
R. Lipman, C. Ornstein,
L. S. Young, S. B. Sloan,
E. J. Hawkins, S. Jordan
R. W. Winn, Henry Parker

~~Jewel~~
~~Henry Parker~~

35 - Yes Mem - New York

W. M. Cheatham dead

E. C. Scales

~~O. M. Ford~~

W. S. McCracken

Eligah Armstrong

~~Bunch~~

V. H. Bunch

Ed. W. Hopkins

R. R. Matthews

A. F. Smith. dead

William Henry -

~~Pop Ford - deceased~~

Sandy E. Pulliam.

W. L. Anderson

A. V. Haynes

Russell Jackson

James Ford - Retired

Twenty-five Year Men - Oakland, Calif.

1. C. E. Young
2. Homer Trufort
3. L. A. Broussard
4. C. R. Waner
5. John Robinson
6. Edward Clark
7. C. C. Winn
8. Nathaniel Hughes
9. C. D. Williams
10. Garfield Bashful
11. R. Inman
12. C. L. Dellums
13. C. Crenshaw
14. L. S. Young
15. S. B. Sloan
16. E. J. Hawkins
17. S. Jordan
18. Jewel Brown ✓ add this to Mr Randolph's list
19. R. W. Winn
20. Henry Parker

COPY

Correction -

[1950]

BROTHERHOOD

OF

SLEEPING CAR PORTERS

FILM STRIP SCRIPT

	Picture	Sound Track
1.		(BUZZER EFFECT: BUZZER SUCH AS THOSE USED to summon Pullman Porters)
		VOICE 1:
		Porter! Porter!
		PORTER
		Yessir, Yessir.
		VOICES:
		What's the matter! . . . Where are we? . . . . Let's have some light here!
2.		**PORTER (BILL BROWN):**
		Why, didn't you know? . . . This is U.S.A. - 1915. . .
3.		**BILL BROWN:**
		But there's light coming right up! . . .
4.		Yes sir, plenty of light! Light for thousands of us American workers - Pullman porters to be exact - who didn't quite fit the definition, "free, white, and over 21."
5.		**NARRATOR:**
		That was the voice of Citizen Bill Brown - second class. . .This is his story and the story of all the Bill Browns - porters, attendants, maids and bus boys - and how they fought for citizenship, first class. In 1915, they knew that a dark skin still meant slavery . . . . .
6.		. . . So did the Pullman Company. . . That's

why it hired them. Pullman held Bill Brown in bondage - the bondage of fear - as long as Bill Brown had to take anything that was offered, had to say "Yessir" to everyone, couldn't say "No" when he had to [illegible] to hold his job. . . Pullman knew that if a porter lost his job there was little else open to him in a white man's world.

7. And what a job it was. . . Bill Brown got [illegible] a month to pay the same food, clothing and rent bills as everyone else . . . had to be on the job nearly every waking minute - no rest period during trips and little rest between trips . . . that after 15 years he might get a raise of [illegible] on good behavior . . . He even had to take the lead on linen, blankets, and [illegible] for the poor Pullman Company.

8. When Bill tried to organize - in those early days - he was fired. . .just like the white worker. . .But there was a difference. . .The white worker could get another job somewhere even if he was blacklisted in a [illegible] industry. . . The Negro is blacklisted everywhere by the color of his skin.

9. The Pullman Company told Bill if he wasn't earning enough to just whisk-broom more seats, [illegible] more beds, say more "Yessirs." "If you're smart you can pick up enough tips to save your kids from starvation." "If you don't like the job, we can get plenty of others to fill it."

10. When this didn't work, the Company set up the Employee Representation Plan to kill off once and for all every attempt at a union. . . Some representation! Porters were called into conferences treated with contempt, told how to vote and sent back saying "Yessir." If they didn't, they were framed. . .and fired. . .

11. In the days before the Brotherhood you could be framed and fired for failing to properly police a car on a line over which you'd never been assigned. . .or for falling

crimps

$75.00?

so called

Coonts-brooks albrow 7/60

shine

yessir-boss

LET WELL-ENOUGH ALONE AND WATCH YOUR STEP

asleep sitting up in a smoking car on a seven-day run with no place to sleep provided.

12. When these tactics didn't stop the protests, Pullman offered a $[illegible] a month raise, but wouldn't discuss hours. Members of the company union were bribed to accept these terms, but Bill Brown was far from satisfied.

13. In spite of odds that seemed hopeless the struggle to form a real labor union went on as it had since 1909. Men like Desverny, Lancaster, Garter, Matthews, Totten, Scruggins and [illegible] held secret meetings in their homes, knowing that they risked their jobs and their lives.

14. Then, for the first time, on August 25th, 1925, these early heroes were able to announce to all the Bill Browns a union that was here to stay - the Brotherhood of Sleeping Car Porters. It was a victory won partly because we had the leadership of one of the greatest men of our time - A. Philip Randolph - and partly because Bill Brown decided he would wait no longer. But the founding of the Brotherhood was one thing - it's recognition, another. A battle was won, but a war was just begun.

15. Pullman used every trick and vicious tactic known to the enemies of labor....Porters with as much as 27 years of service were fired wholesale for union activities... some were fired for even daring to speak to a union representative.

16. The company tried to divide and conquer . . . . . employing porters as spies and stool pigeons to ferret out union officials and members. Stolen union membership lists were handed in the hands of these spies.

17. No lie was too vile in the Pullman arsenal of anti-unionism. Randolph and other Brotherhood leaders were called Bolsheviks, atheists, believers in racial intermarriage. For attempting to become a first class citizen, Bill Brown was called a radical, a traitor.

18. He was threatened in open court. And some of the Browns were sent from there to Blue Jay Farm - from there to a tree.

19. Others were threatened with the loss of their pensions as Pullman forged bad service records.

20. Hardest of all for the Brotherhood to take were attacks by Negro newspapers and leaders - some were misled, some were deliberate sell-outs to the Pullman Company.

21. The Brotherhood could trust nobody. Company "welfare" workers were paid $150. to make porters satisfied with the $67.50 they were getting in the 1920's.

22. But if there were enemies, each new attack brought new friends - William Green and the A. F. of L., liberal groups and celebrities rallied to the support of the Pullman porters.

23. The Brotherhood was also perfecting the strategy that would one day bring real success. One of its most effective campaigns was against the [illegible] Brown was moved to write, "The Pullman Company is a pan-handler. Some Federal police officer should take away the tin cup from this corporation and confiscate its pencils."

24. In 1927 we were strong enough for Randolph and Webster to present our grievances to the United States Board of Mediation. This Board agreed to arbitrate but Pullman denied we even existed.

25. In 1928 the Bill Browns voted to strike, but the strike call was postponed to wait for greater support from the [illegible] A. F. of L.

26. We tried to get an injunction against Pullman's company union - and we lost. But we were learning to use every weapon in the book - openly, fairly, legally.

Transport-only

Presidents of the Brotherhood and a few celebrities in liberal or Negro newspapers

being considered enemies

Negro

Transport-only

Transport-only

27. It seemed as if we had been losing for ten long, bitter years. . .years during which we might have been broken if Randolph, Totten, Webster, Bradley, Smith and Dellums had not been willing to work without pay. From 1925 to 1935 we had been losing battles, but then - believe it or not. . . . .

28. the fight began to pay off. . .we were going to win a war! Randolph forced the Pullman Company to recognize the Brotherhood as sole bargaining agency, by securing passage of an amended Railway Labor Act.

29. Ten years to win recognition, but it took two more years before Pullman signed a contract with the Brotherhood - years in which the company swore it would never deal with Randolph as long as he was black.

30. Twelve years altogether - 1925-1937 - for Bill Brown to achieve first class citizenship on the job. . .After twelve hard years Bill Brown's courage and the fighting leadership of his executive board began to pay off. . . . .Now? Listen, Brother:

31. . . .Better wages. . .

32. . . .Grievance Machinery. . .

33. . . .Outlawing of spies and traitors. . .

34. . . .Shorter hours without sacrifice of pay. . .

35. . . .and a bigger union! Spreading across the country and into Canada.

36. But that isn't all... . .Those are just first things. . .The bigger meaning of our victory is in the intangibles. . . For the first time Negro workers have won their own place as a force in the labor movement under their own leader-

and the Government

in the General Railway Labor Act of 1934,

The people

in Canada

ship. . .They have proven their ability to wage their own fight for economic security and social justice.

37. Our Brotherhood has become a great voice and a mighty arm against the forces of bigotry and class privilege . . .

38. We now stand beside our fellow workers in the labor movement ready for an equal partnership when skin color shall cease to be an issue among men. . .when all men will see where their true fellowship lies.

39. (SOUND EFFECT: Buzzer such as those used in Pullman cars)

VOICE 1:

Porter! Porter! Have we arrived yet?

BILL BROWN:

You bet we've arrived. . .This is U.S.A. right now.

NARRATOR:

That's the voice of Bill Brown again - It sounds different now. . .

BILL BROWN:

I've got a good job, now. . .and a union to keep it that way.

40. VOICE 1:

I see you've moved.

BILL BROWN:

You bet we've moved. The kids have more opportunity. . .My wife's working too - in the Ladies Auxiliary.

41. Since 1925 our fine Ladies Auxiliary has helped build the Brotherhood. The names of Rebecca Wilson, Katherine Lassiter,

Rosina C. Tucker
Sarah S Harper
Ada V. Dillon

Mae Dailey, Fannie Cavineas, Letitia Murray and Regina Tucker should always be remembered for their outstanding contribution.

42. **NARRATOR:**

Bill Brown has travelled a long way. . . and there's still a long way to go. . . but Bill Brown knows where he's going and how to get there - and there's got to be no turning back!

43. Bill Brown, of the Brotherhood of Sleeping Car Porters, sees a new man in the mirror now. Organization has taught him the value of his work and the dignity of his job. As part of the great movement of organized labor, he has won his birthright. . .From now on, it's Citizen Bill Brown - first class!

44. END TITLE

(Script Ending)

The Brotherhood of Sleeping Car Porters has exercised a profound affect upon the expanding trade union movement in the United States and Canada. On the occasion of the Brotherhood's Twenty-Fifth Anniversary, we take much pride in our progress in improving the wages, hours and working conditions of all porters, attendants, maids and bus boys on the railroads of the United States and Canada. We are proud of the fact that we initiated the March-On-Washington Movement which in the early years of the Second World War succeeded in securing from the late President Franklin D. Roosevelt executive order 8802 which established the highly successful wartime Fair Employment Practice Committee.

Indeed much of the great current national impetus for a federal FEPC law is a contribution of our organization.

We have helped, through our Provisional Committee for Colored Locomotive Firemen, to place Negro firemen on the diesel engines and to protect them in the exercise of their seniority rights.

The current movement to fight jim crow in the armed forces was born in the international offices of the Brotherhood in New York City.

The path blazed by the Pucketts-Dad Moores-Bynums-Boyds-McLaurins-Bowes-Ernest Smiths-and others, although inspiring and encouraging, is an unfinished job. We must rededicate our energies and hearts to not only increasing wages, reducing the hours of work and improving the working conditions of our members, but we must take our place in the domestic and international fight against Communism and Fascism for complete political and industrial democracy. As long as jim-crow is a part of the American pattern, we have a job to do and we shall participate in creating a nation in which all workers, irrespective of their race, creed, color, national origin or ancestry will exist as equals with the highest degree of moral and spiritual dignity.

Are you doing your bit in making the service on the American and Canadian railroads and Pullman cars the best in the world?

Are you making your contribution to the building of a bigger and better Brotherhood by keeping in good standing and carrying the Brotherhood's message to your fellow workers?

1925 . . . 1950

THE

BROTHERHOOD of SLEEPING CAR PORTERS

Train, Chair Car, Coach Porters and Attendants

AN INTERNATIONAL UNION

Affiliated with the A. F. of L.

217 WEST 125TH STREET (ROOM 301)
New York 27, N.Y.—MO 2-5080-1

invites you to attend a

MASS MEETING

on the occasion of its

Seventh Biennial Convention

and

Silver Anniversary Jubilee

GOLDEN GATE BALLROOM
142nd St. & Lenox Ave.
New York City

SUNDAY, 3:00 P. M.
SEPTEMBER 10th
1950

Speakers

INVOCATION ..... Rev. JOHN H. JOHNSON
Rector, St. Martin's Episcopal Church

CHURCH GREETINGS

Father JOHN LAFARGE, S.J. ..... *Editor, "America"*

Rabbi BERNARD J. BAMBERGER
President, Jewish Synagogue Council

Bishop G. BROMLEY OXNAM
Past President, Federal Council of Churches of Christ in America

—•—

HALENA WILSON ..... *Int'l President, Ladies' Auxiliary, B.S.C.P.*

Assemblyman HAROLD STEVENS ..... *Counselor to B.S.C.P.*

DR. RALPH BUNCHE ..... *Director of Trusteeship and Information From Non-Self-Governing Territories, United Nations*

WILLIAM GREEN ..... *President, American Federation of Labor*

A. PHILIP RANDOLPH ..... *International President, Brotherhood of Sleeping Car Porters*

BENEDICTION
Rev. PAUL E. WEST *Lutheran Church of The Transfiguration*

ASHLEY L. TOTTEN,
Chairman

Musical Program

BROTHERHOOD LABOR CHORAL GROUP

Miss BERNICE EDWARDS ..... *Soprano*

Professor HULBERT FINLAY AND HIS CONCERT BAND

—•—

SPECIAL NUMBERS TO BE SUNG BY CHORAL GROUP AND AUDIENCE

1. *The National Anthem*
2. *Negro National Anthem*
3. *Brotherhood Marching Song*
4. *A Mighty Fortress Is Our God*
5. *John Brown's Body*

Mrs. FRANCES STATTON,
Director

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President

M. P. WEBSTER ... Chicago, Illinois
First Vice-President and Chairman, Executive Board

BENNIE SMITH ..... Detroit, Michigan
Second Vice-President and Supervisor of Detroit Zone

E. J. BRADLEY ..... St. Louis, Missouri
Third Vice-President and Supervisor of Southwest Zone

C. L. DELLUMS ..... Oakland, California
Fourth Vice-President and Supervisor of Pacific Coast Zone

T. T. PATTERSON ..... New York
Eastern Zone Supervisor

ASHLEY L. TOTTEN ..... New York
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W. L. ANDERSON
H. A. ROCK
W. H. SANDERS

Grievances and Claims

WILLIAM H. BOWE, Asst. Adjuster

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DOROTHY ALLISON, N. Y. Central
ASHLEY L. TOTTEN, Chairman, Mass Meeting

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Convention

JOS. SCHLITZ BREWING COMPANY

INVITES YOU

HOTEL THERESA

2 P.M. TO 7 P.M.

HOSPITALITY ROOM

MEZZANINE FLOOR

SEPT. 11 - 12 - 13 - 14

SIGNATURE _____ AFFILIATION _____

HOME ADDRESS _____

THE BEER THAT MADE MILWAUKEE FAMOUS

Convention

Greetings!

As a Delegate to the 25th Anniversary Convention of the

Brotherhood of Sleeping Car Porters

You are invited to a Reception as Guest of the

NEGRO LABOR COMMITTEE

FRIDAY EVENING
SEPTEMBER 15, 1950
8:00 o'clock sharp

IN THE BALLROOM
HOTEL THERESA
125th Street and 7th Avenue
New York City

NOAH A. C. WALTER
Organizer

LOUIS STULBERG
Treasurer

FRANK R. CROSSWAITH
Chairman

440

ADMIT ONE

Guest Card

PLEASE ADMIT BEARER TO

MASS MEETING

SEVENTH BIENNIAL CONVENTION
AND SILVER JUBILEE

Brotherhood of Sleeping Car Porters

GOLDEN GATE BALLROOM
142nd St. and Lenox Ave., N. Y.

On SUNDAY, SEPTEMBER 10th, 1950

440

[1950]

Rule 1. This biennial convention of the Brotherhood of Sleeping Car Porters shall be governed in parliamentary procedure by Roberts' Rules of Order except as provided in the following rules:

Rule 2. SUSPENSIONS.

Any rule of order, special or general, may be suspended at any time, provided that two-thirds of the delegates present vote in favor thereof, and further provided that such suspensions shall only be for action upon a question.

Rule 3. DAILY SESSIONS. Daily sessions of the convention shall conform as nearly as practicable to the following hours: 10:00 A. M. to 5:00 P. M., provided that this rule may be suspended by a majority at any time.

Rule 4. ROLL CALL. The roll call shall be called at the opening of every session, unless omitted by general consent.

Rule 5. PREVIOUS QUESTION. No member shall speak on any question and then move the previous question before surrendering the floor.

Rule 6. RESUMPTION OF QUESTIONS. At the close of any session the question on the floor shall be resumed at the beginning of the next question.

Rule 7. DEBATE. No member shall be allowed, except by general consent, to speak more than twice on any question, provided the mover may have the privilege of closing the debate.

Rule 8. TIME OF DISCUSSION. No member shall speak more than five (5) minutes at any one time, except by general consent.

[1952]

Detailed Convention Program

1. The Convention sessions of the International Ladies Auxiliary will be held Monday through Wednesday at the Lucy Thurman YWCA, 569 E. Elizabeth St.

The Convention sessions of the Brotherhood of Sleeping Car Porters will be held in the auditorium of the Detroit and Wayne County A. F. of L. Labor Temple, 82 W. Montcalm, Park and Montcalm Streets, Detroit, Michigan. Sessions will open at 10:00 in the morning and 2:00 in the afternoon. In addition to the delegates, all paid-up members of the Brotherhood will be admitted to the sessions of the Convention.

2. CONVENTION SOIREE. The Convention Soiree will be held Tuesday, September 14th at the Detroit and Wayne County A. F. of L. Labor Temple, 82 W. Montcalm, Park and Montcalm Streets, Detroit, Michigan, from 10:00 P. M. until - - -. There will be music, refreshments and entertainment. In addition to delegates and visiting members, all local members and their families are invited to attend this affair. Everything is free.

3. LADIES AUXILIARY RECEPTION. Wednesday evening at 8:00 p. m., a reception will be given by the Ladies organization of the Detroit Division in honor of the visiting delegates and members. The reception will be held in the John R. Erskine Center, 114 Erskine St.

Thursday evening, September 16, Auxiliary Workshop at Carter Metropolitan C. M. E. Church, 1512 W. Grand Blvd.

All members, friends and delegates are invited to attend the Sixth Biennial Convention and Twenty-third Anniversary Celebration Ball given by the Detroit Division, Brotherhood of Sleeping Car Porters, Friday, September 17th, in the A. F. of L. Labor Temple, 82 W. Montcalm, at Park Street, from 10:00 P. M. to 2:00 A. M. Music by LeRoy Smith and His Orchestra. Tickets are available at the headquarters of the Detroit and Wayne County A. F. of L. Labor Temple and also at the Brotherhood headquarters, 1308 Broadway, Rm. 305, Detroit, Michigan.

International Officers of the Brotherhood of Sleeping Car Porters

A. Philip Randolph ..... International President
Ashley L. Totten ..... International Secretary-Treasurer
M. P. Webster ..... International 1st Vice-President
Bennie Smith ..... International 2nd Vice-President
E. J. Bradley ..... International 3rd Vice-President
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Henry Yates ..... Cleveland
G. C. Garran ..... New Orleans
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Carrie B. McWatt ..... St. Paul
Ella Johnson ..... Tampa
Ella McBride ..... Denver
Marion Sappington Bryant .. Pittsburgh
Rosie Taylor ..... Cleveland
Carrie E. White ..... Kansas City
Velmer Coward King .. Montreal, Canada

For purposes of administration the Brotherhood Organization is divided into five zones, namely:

NEW YORK EASTERN ZONE
CHICAGO MIDWESTERN ZONE
DETROIT-PITTSBURGH ZONE
ST. LOUIS SOUTHWESTERN ZONE
THE PACIFIC COAST ZONE

Each Zone is presided over by an international officer who with a staff supervises the districts in his particular zone.

Employees Represented by the Brotherhood of Sleeping Car Porters

Alton Railway Company—Train Porters
Alton Railway Company—Parlor Car Porters
Atlantic Coast Line—Chair Car Porters, Attendants and Maids
Baltimore and Ohio Railroad Company—Train Porters
Canadian Pacific Railway Company—Sleeping Car, Parlor Car and Buffet Car Porters
Central of Georgia Railroad Company—Train Porters
Chesapeake & Ohio Railroad Company—Train Porters
Chicago, Burlington & Quincy Railroad Company—Chair Car Porters
Chicago & Eastern Illinois Railroad Company—Train Porters
Chicago, Milwaukee, St. Paul & Pacific Railroad Company—Sleeping Car Porters, Parlor Car Porters and Coach Porters
Chicago & Northwestern Railway Company—Parlor Car, Buffet Car and Coach Porters
Cotton Belt Railroad Company—Train Porters
Delaware, Lackawanna & Western Railroad Company—Porters
Denver & Rio Grande Railroad Company—Train Portersarlor Car Porters and Train Attendants
Fort Worth & Denver City Railroad Company—Train P
Gulf, Mobile & Ohio Railroad Company—Sleeping Car Porters and Attendants
Illinois Central System—Train Porters
International Great Northern Railroad Company—Train Porters
Kansas City Southern Railroad Company—Train Porters
Lehigh Valley Railroad Company—Chair Car Porters
Missouri, Kansas & Texas Railroad Company—Train Porters
Missouri-Pacific Railroad Company—Train Porters
New York, New Haven & Hartford Railroad Company—Parlor Car and Chair Car Porters
Santa Fe Railroad Company—Train Porters and Chair Car Attendants.
Sante Fe & Gulf Coast Railroad Company—Train Porters
Seaboard Air-Line—Train Porters and Chair Car Attendants
Soo Line—Sleeping Car Porters
Southern Pacific Railroad Company—Chair Car Porters and Maids
Texas & Pacific Railroad Company—Train Porters
Union Pacific Railroad Company—Chair Car Attendants
Northern Alberta Railways—Sleeping Car Porters
Western Pacific Railroad Company—Chair Car Porters

Convention

NEW YORK DIVISION

Porters in New York City in the Pennsylvania and New York Central districts like their porters in other districts, have labored long and hard to build the New York Division of the Brotherhood of Sleeping Car Porters.

With the responsibility of proving worthy of being the parent division of the Brotherhood, since New York City is the birth cradle of the Brotherhood, a handful of members have ever remained loyal and held the banner of the Organization high in the breeze. Some of these pioneers are: Des Verney, Totten, Patterson, R. R. Matthews, Pop Ford, Billy Mills, LaBoche, Clarence Davis, Rock, McLaurin, Gooding, Hopkins, Symm, Billy Howe, McCraken and others.

Today, an increasingly larger number of young men are coming into the Division and are steadily assuming leadership and are doing a magnificent job as loyal Brotherhood members and good trade unionists.

Among this remarkable group are such outstanding men as: Sim Johnson, L. J. Lawrence, J. A. Smith, S. N. Bryant, J. M. Gill, J. H. Barnes, J. W. Bowers, R. J. Brownrigg, E. G. Buckhoy, G. Bush, H. Cunningham, W. E. Daniels, H. L. Desong, W. T. Dunn, K. E. Evans, D. A. Gay, W. L. Gilmore, J. Hayes, A. E. Johnson, P. A. Johnson, N. Lacey, B. F. Lampkins, C. M. Latimer, H. L. Lloyd, William McBride, J. McCants, A. McLane, J. L. Reynolds, G. H. Ross, W. H. Sanders, T. J. Small, G. Smith, F. Strayhand, G. L. Sussewell, A. W. Vinson, E. S. Wise, C. A. Williams, H. Youmans, C. C. Perry, L. L. Turner and E. E. Viatorio.

Brotherhood Shrine

Let there be a shrine for colored labor. The Elks Hall on West 129th Street in New York, the birth place of the Brotherhood, could and should be that shrine, if some day it may be possessed by the Organization.

FORWARD

We hail the sons of labor!

We greet the toilers on rails!

We salute the stalwart sons of the Brotherhood of Sleeping Car Porters who fell in battle! Hallowed be their memory!

We hail our brave sisters of the Ladies Auxiliary who, when the storms came, stood steadfast and true!

Greetings to the Pullman Management and the thirty or more railway carriers with whom the Brotherhood holds contracts!

Salutations to the Negro church!

We hail those noble men and women known as the liberals of America, who bade us faint not when the days grew dark!

We hail the Negro press!

We hail the millions of children of color! May heaven help them to escape the fate of bruising their hands against the brutal bars of bigotry and hate.

Greetings to the men on and off the rails who turned their hands against us; who slandered and abused us!

We hold no hate in our hearts against any man.

Porters, the most humble and withal noble men of labor, salute America, our country!

We salute the Jews!

We salute the Catholics!

We salute the Protestants!

We salute Democracy, liberty and peace!

With hearts full of the grace and love of brotherhood and fellowship, moved by courage and challenge, and guided by wisdom born of struggle, hardship and injustice

porters disorganized and dishearted, followed the star of history and have built more wisely than they knew, when they fashioned the Brotherhood.

Rich in the priceless things of the spirit, porters of the Brotherhood have ever held their heads uncovered, whether with banks to the wall at Armageddon, or about their daily tasks of service in the peaceful dawn of gentle morning.

Verily, in the broad, big hearts of Brotherhood veteran porters, some fired, some retired and some in the vineyards of labor, burned the passion reflected in these majestic lines:

"Build the more stately mansions, O, my soul,
As the swift seasons roll!"

And porters with a deathless hope for and unconquerable faith in eventual triumph, set their hands to the problem.

Inspired by the dreams and visions of a better tomorrow, porters when the long trial and trouble, tested their strength and will everlastingly held the offensive.

True, some porters, under intimidation and coercion became afraid and retreated in disorder.

But, there was a "hard core" of Brotherhood men, whose slogan was, " a winner never quits and a quitter never wins", who hit and pounded the lines of the Pullman Company Union, without ceasing, until they cracked it wide open in dead center, and turned the hard and bitter struggle toward the light of day.

We salute Brotherhood porters in active duty, on the far-flung rails, speeding across the nation, giving of their best to provide comfort, convenience and safety with courtesy and care, a ladder to upper 6; a pillow to lower 6, service to roomette E, a call to drawing room A, scotch and soda for passenger in A, a warm bottle of milk for the baby of a lady passenger in room D, watch over their passenger guests while they are in the silence of sleep, or as they receive and unload their passengers and couple and uncouple cars.

Proud without pomp, confident without conceit, resolute without recreancy, Brotherhood leaders and the rank and file, view and face the future with fortitude, faith and love.

Consecrated with blood and tears, sorrow and suffering, oh great movement, in this tragic hour of mankind's struggle to hold the beachhead of liberty and peace against the dark forces of Russian totalitarian Communism, pledge its life and labor to our country, the United States of America and the Dominion of Canada, that our boys, Negro and white, Jew and Catholic, who are giving their all in Korea, shall not have died in vain.

Forward! to a world of peace, freedom and plenty, without the curse of hate of race, color, religion, national origin or ancestry.

[45]

VISIONS OF THE FUTURE

Visions of the future arise.

I see a world where thrones are crumbled and kings are dust.

Where the aristocracy of idleness has perished from the earth.

I see a world without a slave.

Man at last is free.

Nature's forces have by science been enslaved. Lightning and light, wind and wave, frost and flame, and all the subtle forces of earth and air are the tireless toilers of the human race.

I see a world at peace, adorned with every form of human art; with music myriad voices, thrilled with words of truth and love.

I see a world where no exile sighs, no prisoner mourns, where work and wealth go hand in hand, and the poor girl who is compelled to win bread with a needle which has been called the asp is not driven to the desperate choice of crime, death, suicide or shame.

I see a world without the beggar's outstretched palm, the miser's stony-stare, the livid lips of lies, the cruel eyes of scorn.

I see a race shapely and fair, married harmony of form and function, and as I look, life lengthens, joy deepens and overall shines the eternal star of human hope.

Build the more stately mansions

O, my, soul

Leave thy low vaulted past

Let each new temple nobler than the last

Shut thee from heaven with a dome more vast

Till thou at length art free

Leaving thin outgrown shell by life's unresting sea.

[1950]

CHARLES WESLEY BURTON

Though not a porter, nor has he ever been in Pullman service, Charles Wesley Burton of Chicago, a minister, lawyer, social worker, leader and champion of civil rights, labor and liberalism, during the dark days of the Brotherhood in Chicago right under the powerful propaganda and political influence of the Pullman Company, took up and fought for the cause of the Brotherhood of Sleeping Car Porters.

He was chairman of its Citizen's Committee and sought diligently among Negroes and white people, to win friends for the Brotherhood.

Different from some of the Union's fair-weather friends, when the rains came and beat against the Brotherhood and the fires of the enemies blazed fierce, Dr. Burton, ever remained steadfast and immovable and never failed us.

The officers and members of the Brotherhood on our 25th Anniversary salute him for his fine and noble spirit.

The Staff of the Brotherhood of Sleeping Car Porters

Convention

25th ANNIVERSARY OF THE BROTHERHOOD OF SLEEPING CAR PORTERS

The officers and members of the Brotherhood of Sleeping Car Porters of the San Antonio Division salute the Negro, white and Mexican workers in particular and the citizens in general of San Antonio, Texas, upon our 25th Silver Jubilee Anniversary. 1950 Marks the 25th year of struggle, achievement and progress of the Brotherhood which begun with six porters in a little room in one of the porter's homes in New York City, August, 1925. Fired by a determination and resolution to throw off the yoke of oppression and exploitation under which they had labored for years for the Pullman Company, this handful of men blazed the trail for independent self-organization of, by and for the porters as against the old plan of employee representation, as a result of which the porters built a massive, militant movement to take over the business of negotiating wage rates, improving working conditions and reducing hours.

Opposition not only from stool-pigeons and Company men but also the Pullman hierarchy was immediately faced and strangely enough the major Negro leaders, including the press, church, and politicians threw their force on the side of the Pullman Company. The leaders of the Brotherhood of Sleeping Car Porters were denied the opportunity to state their case before many of the big Negro movements. Churches frowned upon requests from the Brotherhood for an opportunity to tell the story of the porters fight for self organization.

Despite antagonism, indifference and persecution of the most violent sort, from various areas of Negro life as well as the Pullman Management, the Brotherhood grew and flourished like a green bay tree.

Wholesale dismissal of porters because of connection with the Brotherhood by the Company created a stronger determination in the breasts of the militant Brotherhood men to carry on to the finish. Hundreds of men because of the fact that they may have been seen with the Brotherhood organizers or were a part of the Brotherhood meetings were driven out of the Pullman service.

Some lost not only their jobs but their homes, their wives and everything they had, trying to build the Organization.

Today the Brotherhood of Sleeping Car Porters is both an institution and a movement and has achieved outstanding significance and progress. Not only has the Brotherhood raised the wage of the porters from $67.50 a month which prevailed in 1925 to a minimum of $233.90 in 1950, but it has also reduced the hours of work from 300-400 hours a month in the years before the Union to a 205 hour month. Today no porter can be fired without first being given a hearing. If a porter is fired unjustly, he is compensated for time lost, when exonerated.

As an important and dynamic factor in Negro life, the Brotherhood was the main force in building the March on Washington Movement which was responsible for the issuance of Executive Order 8802 by the lamented President Franklin Delano Roosevelt. Under this Executive Order, the President's Committee on Fair Employment Practice was established. Thousands of Negro workers received work during the war in jobs which they were formerly barred from because of race, and they made millions in high wages as a result of this war-time FEPC Committee.

Today, the National Council for a Permanent FEPC, which is leading the fight for a federal fair employment practice law, was born in the office of the Brotherhood of Sleeping Car Porters in New York City. This organization was nutured with Brotherhood funds at the beginning and Brotherhood organizers and officials went throughout the nation at the Brotherhood expense, making the Negro and white people FEPC conscious.

Today there are FEPC laws in 7 or 8 states as well as 3 or 4 municipalities. A great wave for FEPC legislation in the nation today finds its source in the fight of the six Pullman porters to build a union, The Brotherhood of Sleeping Car Porters.

In addition to the fight for FEPC legislation, the fight for the abolition of discrimination and segregation in the armed forces was born in the Brotherhood's office in New York City. This fight has made great progress in the integration of Negro

youth into the Air Corps and the Navy. Little progress has been made in the Army but the Committee Against Jimcrow in Military Service and Training of which A. Philip Randolph is one of the Co-Chairmen, will continue to prosecute the fight to break down jimcrow in the armed forces of the nations.

In San Antonio, a thriving and progressive Brotherhood Division functions 360 days out of the year, giving protection to the jobs of porters both in the Pullman service and the train porters on the railroads.

Our Union also participates in the civic affairs of the community.

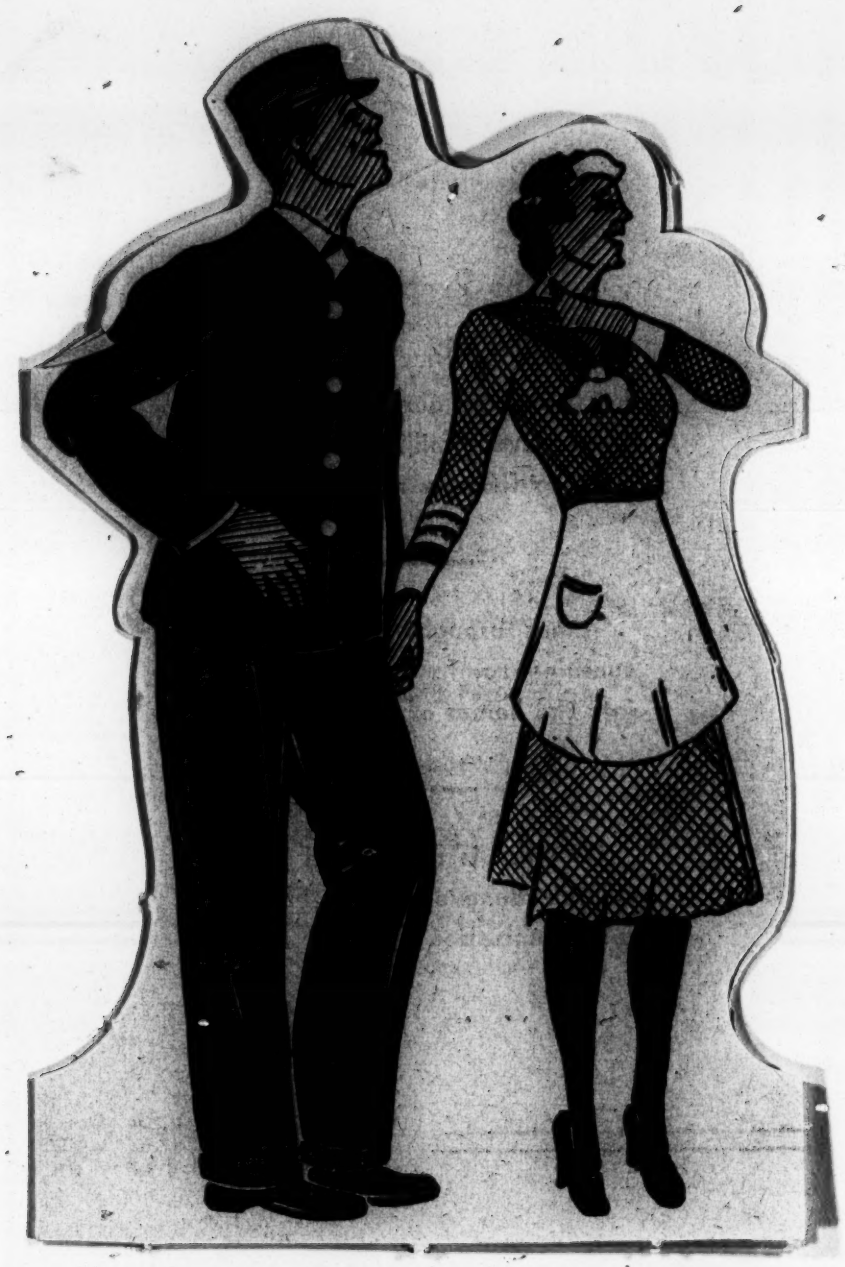
Without the Brotherhood of Sleeping Car Porters, Negro train porters would have long since lost their status and hope on the railroads. Today court action sponsored by the Brotherhood is in progress to prevent the Brotherhood of Railroad Trainmen from displacing Negro train porters from the headend of the trains on the Santa Fe Missouri-Kansas-Texas and the Missouri Pacific Railroads. Thousands of dollars have been spent and will be spent to protect the jobs of the train porters.

The Brotherhood is also in the forefront fighting for the maintenance of the jobs in the engine cabins for the colored locomotive firemen. It won a great decision from the Supreme Court, November 19, 1949, which has been the means of placing colored firemen on diesel engines from which they have been excluded on many roads in the South. It is now proceeding to carry on legal battles to secure damages for firemen who were denied their rights to exercise their seniority rights.

Today a new era has dawned for the porters. Labor-management cooperation exists between the Brotherhood and the Pullman Company and the 40 or more railroads with which the Brotherhood holds contracts. The Brotherhood has assumed the responsibility of carrying on a continuous and systematic educational campaign among the porters from coast to coast to improve the standards of service to help increase the railroad and Pullman business, realizing that good, high and excellent service means more

business for the Pullman Company and the railroads and more business for the Pullman Company and the railroads means more jobs for porters.

The San Antonio Division of the Brotherhood of Sleeping Car Porters and the Ladies Auxiliary give felicitations and greetings to the workers of Texas and the Southwest of all races and colors, religion, national origin and ancestry.



The Brotherhood of Sleeping Car Porters

has increased our group income from seven million dollars a year to fifty-six million dollars.

It has brought a little more sunshine, comfort and happiness into the homes of our people.

Its work is manifested in all Church, Benevolent and Fraternal organizations.

1925

At $67.50 per month

wages were low,

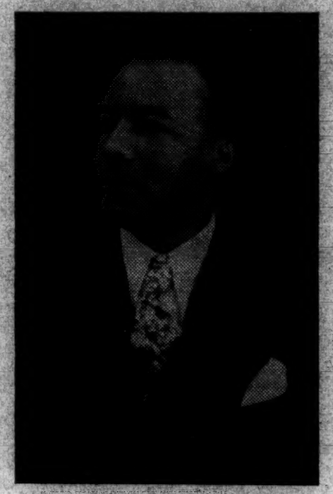
life was low.

THEY SAID WE

COULD NOT WIN!

ASHLEY L. TOTTEN
International Sec'y-Treasurer

Our Hero and Race Leader

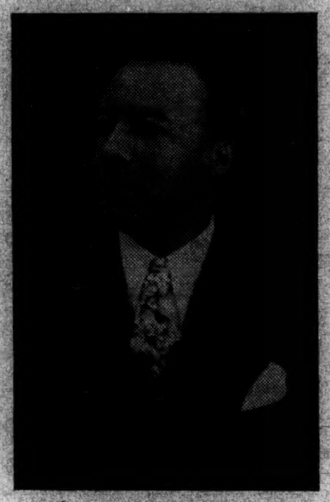


A. PHILIP RANDOLPH
International President

THE BOYS WHO MARCH TODAY - SEPTEMBER 10, 1950 - MAY NOT LIVE TO SEE ANOTHER TWENTY-FIVE Y

ASHLEY L. TOTTEN
International Sec'y-Treasurer

Our Hero and Race Leader



A. PHILIP RANDOLPH
International President

1950

At $235.00 per month
life is high because
wages are high.

THE RECORD NOW
SPEAKS FOR ITSELF

The Brotherhood
of Sleeping Car Porters

is an International
Trade Union
affiliated with
The American Federation
of Labor

IT HAS NO COLOR CLAUSE

SEPTEMBER 10, 1950 - MAY NOT LIVE TO SEE ANOTHER TWENTY-FIVE YEARS STRUGGLE FOR JUSTICE!

SEVENTH BIENNIAL

CONVENTION BALL

Rockland Palace

155th St. and 8th Ave.

THURSDAY, SEPT. 14

10 P. M. to 3 A. M.

Meet The Delegates From Every State In The Union and Canada and Mexico

under auspices of

New York Division

The Brotherhood of Sleeping Car Porters

Suite 301, 217 W. 125th St.

New York 27, N. Y.

TWO BANDS

DANNY BOY LOGAN

and

FESS FINLAY'S FESSALONIANS

CONTINUOUS DANCING

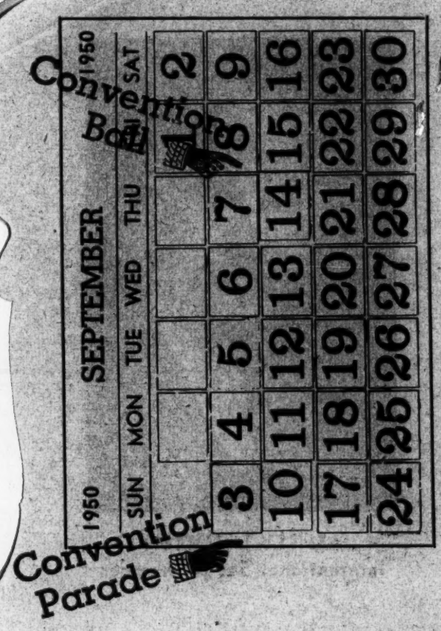
Prices of Admission

TICKETS—

Advance Sale	$1.25
Box Office	1.50

BOXES—

Upstairs	$6.00
Downstairs	8.00
Tables	3.00



CONVENTION BALL ON THE NIGHT OF THURSDAY SEPTE

14

ters
St.

TWO BANDS

DANNY BOY LOGAN

and

FESS FINLAY'S
FESSALONIANS

CONTINUOUS
DANCING

Prices of Admission

TICKETS—

Advance Sale	$1.25
Box Office	1.50

BOXES—

Upstairs	$6.00
Downstairs	8.00
Tables	3.00

Convention Ball

1950 SEPTEMBER 1950

SUN	MON	TUE	WED	THU	FRI	SAT
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

Convention Parade

Tickets may be secured
as follows:

Brotherhood Headquarters
217 West 125th Street
Suite 301
Phone: MOnument 2-5080

BRONX
T. J. Small LU 9-5253

BROOKLYN
N. Lacey GL 3-3732

NEWARK
G. R. Ross HU 3-5238

EAST ORANGE
L. J. Lawrence OR 2-0897

also
The March Book Shop
Hotel Theresa

440

ON BALL ON THE NIGHT OF THURSDAY SEPTEMBER 14TH

[T959]

SEVENTH BIENNIAL CONVENTION AND TWENTY-FIFTH ANNIVERSARY CELEBRATION
AND SILVER JUBILEE OF THE
BROTHERHOOD OF SLEEPING CAR PORTERS
An International Union Affiliated
with
The American Federation of Labor

BIRTH OF A NEW ERA FOR BLACK LABOR

"Therefore, whoever heareth these sayings of mine, and doeth them, I will liken him unto a wise man, which built his house upon a rock: And the rain descended and the floods came and the winds blew and beat upon that house, and it fell not, for it was founded upon a rock. And everyone that heareth these sayings of mine and doeth them not, shall be likened unto a foolish man, which built his house upon the sand, and the rain descended, and the floods came and the winds blew and beat upon that house, and it fell; and great was the fall of it".

A hot night, late in August, 1925, six Pullman porters, a bit worried and concerned, were seated around a table in a smoke filled room, in a flat in Harlem, New York City, discussing in low, measured tones with a young Negro leader, ways and means of organizing Pullman porters into a bonafide trade union. It was the first underground meeting of porters which blossomed forth, but not without many times of trouble, into the Brotherhood of Sleeping Car Porters.

To Pullman porters, prisoners of the Employee Representation Plan or Company Union, this was high adventure upon unchartered and perilous seas of labor unionism.

But, the die had been cast.

There was no turning back.

Out of this historic secret gathering of six porters, a National Committee to Organize Pullman Porters, was formed. This Secret Six was

spearheaded and activated by a living dynamo, Ashley L. Totten, a porter working out of the New York Central District, ~~and the~~ its Chairman ~~of the National Committee to Organize Pullman Porters~~ was, R. R. Matthews, Christian scientist and relentless Brotherhood agitator, ~~together with~~ T. T. Patterson, who served as secretary ~~and~~ was a student of metaphysics and a strong advocate of Brotherhood ideals, ~~both from~~ Matthews and Patterson worked out of the Pennsylvania District of New York City.

This movement to organize porters into the Brotherhood followed hard upon a Wage Conference called by the Pullman Company through the Employee Representation Plan in 1924, to which Totten, because of his militancy, had been elected delegate by an overwhelming vote of the porters and maids.

Prior Porters' Movements

But most movements have antecedents. They have parents and grandparents. Their roots sink deep into the soil of the past.

It is apparent that the Brotherhood of Sleeping Car Porters did not develop overnight. It did not spring Minera-like from the head of Jove.

Porters had been restive before. This was natural. They had had grievances before. Wages had always been low. Hours of work had always been long. Treatment had always been bad.

Before any definitive crystallization of sentiment among porters for an actual organization had emerged, petitions of divers sorts had been timidly presented to Pullman officials for the correction of their economic ills, and verily many there were.

World War and Porters

However, the first serious efforts at organization among porters along with a number of other railroad workers, began with World War 1, 1914. When the United States government took over the control and operation of

railroad in 1918 and Director General William Gibbs McAdoo, issued General Order No. 27, and the War Labor Conference Board, in the same year, gave sanction to the right of self-organization, raised wages and improved conditions of work, porters were galvanized into action and set up so many fly-by-night organizations that they could not get together on any one, and hence missed a golden opportunity to get together which had been seized upon by the Pullman conductors who organized the Order of Sleeping Car Conductors in 1918.

Porters had gone into the Railway Men's International Benevolent Industrial Association located in Chicago, under the leadership of R. L. Mays, a sort of Black Federation of Labor. Porters had started the Brotherhood of Sleeping Car Porters Protective Union in the East. There were porters in federal labor unions of the A.F. of L. as units of the International Hotel Workers Alliance. But all of these efforts at organization were short-lived. They were ephemeral.

When federal control of railroads ended in 1920, and the Transportation Act was enacted, the Pullman Company, conscious of the porters' will, though feeble and shaky, to organize a labor union of their own, presented them the Employee Representation Plan, without cost of money or time. Porters' movements for unionism, like slender reeds, were soon and easily broken, leaving a bitter taste of disillusionment and despair.

Revolt Against the Plan

Being controlled by the Pullman Company, it was not long before the Employee Representation Plan was exposed as an instrument of obstruction to the achievement of the porters' rights, giving rise to independent and aggressive leaders throughout the country, such as Totten in New York City, Bennie Smith in Omaha, Jack Mills in Chicago, Dad Moore and Dellums in Oakland, Bill Holland in Los Angeles, Peter Anthony and McClellan in

AND TAYLOR MURRELL AND BOOTH AND JAMES BOULT.

Washington, D. C., Edwards and E. J. Bradley in St. Louis, Frank Boyd in St. Paul, Minn., Watson in Kansas City, Mo., and Darby in Jacksonville, Fla.

SPENCER

These men, who were trade union conscious, considered the Pullman Plan of Employee Representation a makeshift, if not an insult.

Thus, although porters' hopes of organization had been shattered upon the rocks of Scylla of weak, temporary gestures of unionism, on the one hand, and Charybdis of the Company union on the other, recognition by the Pullman Company of the Pullman Conductors' Union, January, 1922, and the numerous unsatisfactorily adjusted grievances, tended to add fuel to the fires of LABOR interest, rendering the porters ripe for the reception of the great revolutionary transition from Pullmanism to bonafide trade unionism, the Brotherhood movement.

union

More attention was directed to the porters' problems, though no solution was effected, through investigations and public hearings by the United States Commission on Industrial Relations in 1915; federal control and operation of railroads during World War I, and representation of porters under the Employee Representation Plan, when an agreement, though futile and innocuous, was signed with the Pullman Company in 1924.

History will appraise the regime of the Employee Representation Plan as an interim period of resistance to, and appeasement of, an aroused porter, ranging between a long night of industrial sleep and the coming dawn of a day of trade union consciousness.

However, bruised, bowed, weary and worn, porters considered the Employee Representation Plan, despite its frills and fancies, a half-way house at which they could not long tarry, for it provided only solace, not salvation.

Verily, the promised land of trade union organization beckoned and the porters, ragged and hungry, tormented and terrorized, sustained by the hope of eventual victory, marched on.

Call to the Brotherhood

"And the Lord said, I have surely seen the affliction of my people which are in Egypt and have heard their cry by reason of their taskmasters; for I know their sorrows; and I am come down to deliver them out of the hands of the Egyptians, and to bring them up out of that land unto a good land and a large; unto a land flowing with milk and honey. Exodus III.

When the call was sent out for the porters to assemble in a mass meeting in the Elk's Hall in Harlem to initiate the organization of a labor union of, by and for the porters, it struck the porters and black America, as well as the Pullman Company, like an atomic bomb.

Questions came thick and fast:

Could and would porters build a union of their own?

Would they break with the Employee Representation Plan?

How would the Pullman Management respond to this Brotherhood of Sleeping Car Porters?

What would be the reaction of Negro leaders to this drastic and dramatic action?

Would the Pullman Company fire porters who joined the union?

Would the porters stick?

How would white labor view this move?

Could this Randolph be trusted?

These and myriad more questions thundered upon the new movement. Stunned, amazed and bewildered, porters and the general run of Negroes, unused, if not hostile, to the ways of organized labor, especially, the American Federation of Labor, whose record on race was not the most encouraging, wondered and pondered on what did it all mean.

Would this Brotherhood link porters to white unions?

Did not the white unions have the color bar?

Was this the wedge for the displacement of black with white, yellow or brown, porters?

What about the Negroes' monopoly of Pullman porters' jobs?

Were Negroes by the fight of the Brotherhood to lose a great friend in the Pullman Company?

Could porters who are poor, conquer Pullman who is rich?

Brotherhood Sweeps Nation

Beginning the organization drive among the porters with the memorable Elk's Hall meeting, August 25, 1925, which was as strange as it was tense, with a hushed and heavy silence, with Brothers Randolph and Frank R. Crosswaith as speakers, Brotherhood sentiment swelled and swept the nation like a prairie fire.

Eager, earnest and interested, porters, emboldened and unafraid, trooped into the office of the "Messenger Magazine", edited by Randolph, which, in a barrage of trenchant articles, told the long and hapless story of the porters.

Yes, porters came into the office of the "Messenger Magazine", a recognized radical and fighting publication of Negro America, to look, to talk, to wonder, and to join up and become members of this New Movement.

It was a great day!

Citizens, proment Negro citizens, with a glint of doubt in their eyes, came to the Brotherhood's office to find out what had happened; what was it all about?

Was it true that Pullman porters had really organized a labor union?

Porters in the Pennsylvania Sunnyside yards, porters in the New York Central Mott Haven Yards, porters all up and down Seventh and Lenox Avenues; porters in the barber shops, taverns, poolrooms and on street corners, some in whispered tones and others with animation, talked and talked and talked about one and only one question, the birth of the Brotherhood, the New Union.

During These Times of Stress and Disappointment among the porters

No Alternative

Porters had no alternative to self-organization. Pullman had rejected unions of its employees since the famous, if not, infamous, Pullman strike in 1893, which resulted in the imprisonment of the great Eugene V. Debs, internationally known labor leader and Socialist.

Besides the Big Four Brotherhoods, organized between 1860 and 1893, had color bars in their constitutions.

The Adamson Act of 1917, which regulated hours of work of railway workers, didn't apply to porters since they were not considered railway employees, because they worked on "carriers" which were carried by trains. The fact is, Pullman was classified as a carrier, but not a carrier by railroad, probably a bit of legal or legislative metaphysics; but such was the case.

Even the Railway Labor Act of 1926 didn't help porters until it was amended in 1934, during the Roosevelt era, under which amendment, representation elections were generally required to determine the collective bargaining agent.

Liberals Support Brotherhood

The basic American good sense of fair-play reflected itself in a contribution of $10,000 by the Garland Fund, administered by a group of America's finest liberals, to the struggling Brotherhood and the "Messenger Magazine", which had become the militant voice of the Union. While financially, the amount was small, and was soon exhausted, its moral value was big, for it showed the porters, that is, those who dared to join the Brotherhood, that they were not wholly friendless.

A.F. of L. Backs Porters

Although Negro workers, and, especially, Negro leaders, were skeptical of the American Federation of Labor, and not without some justification, when viewed from the angle of the attitude of indifference or opposition to the organization of Negro workers by some of its international and national

unions, the A.F. of L. and its leaders, William Green, President and Frank Morrison, then Secretary-Treasurer, were friendly to the Brotherhood as expressed through editorials in the "American Federationist" and cooperation from Radio Station WCFL, "The Voice of Labor", owned and operated by the Chicago Federation of Labor and many of the A.F. of L. City Central bodies. Perhaps the only genuine support from a nationally organized body, white or black, the Brotherhood received while it was battling for survival, came from the A.F. of L.

—PLAN OF ACTION—

In reply to a mounting volume of queries on what did the porters want and what would the Brotherhood demand, at that early stage of the struggle, a well-formulated set of demands were drafted.

First, recognition of the Brotherhood, which, of course, involved the abolition of the Employee Representation Plan.

Second, an increase in wages to $150 a month, with the abolition of tipping.

Third, 240 hour work-month and relief from unreasonable doubling-out.

Fourth, pay for preparatory time.

Being aware at the outset that the Employee Representation Plan or Company Union was the basic and chief obstacle to the victory of the porters and the right of bonafide collective bargaining, the Brotherhood turned its guns upon the Employee Representation Plan. It cannonaded the Plan without let up or hindrance, from coast to coast.

Carrying the Banner of the Brotherhood

Immediately, following the setting up of the National Committee to Organize Pullman porters into the Brotherhood of Sleeping Car Porters, and, in fact, from the beginning of the publication of articles in "The Messenger" on the idea of Pullman porters organizing a union of their own, porters

operating between New York and Chicago, served as underground couriers, carrying contraband goods in the form of bundles of "Messengers", leaflets entitled "Fourteen Points" and secret messages to the Chicago porters, especially, Jack Mills, popular leader of the porters, who, like Totten of New York, vainly sought to make the Employee Representation Plan work in behalf of the porters.

Soon, Brother Mills prevailed upon Milton P. Webster, former Pullman porter, then, successful Republican leader and a solid tower of strength, to take over the task of organizing the porters into the Brotherhood in Chicago.

Promptly, Webster, who had always been skeptical of the Plan, took the direction of the fight to organize the porters in Chicago, ~~and~~ he started to make preparations for a drive for members. The Brotherhood fever gripped Chicago, and the ball of signing up porters in the Organization, as members, began a-rolling upon the appearance of Randolph AND ROY LANCASTER, ONE OF THE SECRET SIX in Chicago to preach the doctrine of the new union to the porters.

A long series of nightly Brotherhood meetings began with a rhythmic refrain of Webster opening up and Randolph closing.

Brotherhood Draws Fire of Pullman

Firstly, ignored; secondly, discounted, and, thirdly, opposed, if not respected, the Brotherhood's existence was recognized by the Pullman Company by its enlisting the services of the Hon. Perry Howard, then and now, the only Negro member of the National Committee of the Republican Party to engage the Leader, A. Philip Randolph, in public debate, to blast and demolish the Brotherhood and its leadership once and for all time.

Since there were signs of gradual subsidence of the first flush of enthusiasm among the porters for the Brotherhood, partly due to the cool reception from Negro leaders the Brotherhood and its leadership received

in the "Windy City", together with the emergence of a number of "doubting Thomases" among the "old-heads" of the porters, who began to counsel, "don't bite the hand that feeds you" and "let well enough alone", the challenge of Randolph to debate from Mr. Howard was in the language of the streets, "just what the doctor ordered" and a real "shot in the arm" of new interest.

When the telegrams of challenge came, it was such a natural by way of providing a big audience of both porters and the public, that it was the occasion of much jubilation, reassurance and hope. In the words of Organizer Webster, who, together with Randolph, was searching for a new project to reactivize the porters into a vital wave of interest in the Brotherhood, exultantly exclaimed, "Look what the good Lord sent us".

Correctly arrayed in a cut-away and striped pants, Mr. Howard, with a cold dignity and heavy aloofness, strode into the hall, packed and jammed with porters, stool-pigeons and the general public, generously sprinkled with the "best people", and took his seat upon the platform, restive for the kill.

Randolph, the porters' leader, wearing a patched suit of clothes, and with no assurance of escaping numberless involuntary daily fasts, without any fanfare, upon introduction by C. Francis Stradford, Chicago attorney, stepped forward and opened the memorable debate. He pictured the pitiful plight of the porter, the power and position of Pullman, and, with devastating logic, analyzed and exposed the oppression of the Employee Representation Plan, indicating its utter futility as a solution of the porters' problems and concluded, setting forth the Brotherhood as a bonafide trade union, owned and controlled by the porters, as the only hope and salvation of the porters. The talk was greeted at the beginning by the audience with thoughtful and approved silence, but at the end, with thunderous applause.

Mr. Howard followed with the old-time spread-eagle form of oratory,

gesticulating patronizingly toward the porters' leader, his face exhibiting alternating moods of sneers and rage at the very thought of Pullman porters defying the Pullman Company of which Abraham Lincoln's son, Robert Lincoln, was once a president, and which could boast of being responsible for a Negro, Jesse Binga, who had been a Pullman porter, rising from a boot-black to a banker, WAS GENEROUSLY BOOED.

Being the final speaker, Randolph proceeded to ridicule the allegations and appeals of Mr. Howard, his sallies, provoking well-night continuous applause and roars of laughter.

This public meeting was eventful and prophetic for it provided a platform for the first major statement of the porters' case, and Totten, who was running to Chicago, on his layover attending the meeting, AND lost his job.

It marked the beginning of a nation-wide offensive against the Employee Representation Plan and to win the porters to the banner of the Union.

Immediately upon Totten's dismissal from the Pullman Company, he was pressed into service for the Brotherhood, and without further preparation, spoke in the next Brotherhood meeting in Chicago. In a dynamic and explosive style, he assailed Pullmanism and the stool-pigeon department as he humorously labelled ~~the~~ PULLMAN welfare plans, with a merciless and ~~murderous~~ CEASELESS denunciation. He not only kept his audience in veritable stitches, rocking with laughter and tears, but his withering blasts against the company men, caused him to win the appellation from Frank Boyd of St. Paul, Minnesota, himself capable of volcanic eruptions against the pro-Company porters, "Totten the Terrible", a likely foil of A. Philip Randolph, styled, "Philip the Saint".

Randolph and Totten Turn West

Lashing out against the proverbial stool-pigeons, whom he knew by name, with fire and brimstone, Totten, jauntily turned, with Randolph, who was quiet but determined, toward the long trip West, the first nation-wide campaign for the Brotherhood.

On to the Twin Cities, St. Paul and Minneapolis, journeyed Randolph and Totten where their message on the porters' struggle for organization and status shook the Negro communities out of their complacency and set the strong, forward-looking followers of the Brotherhood against the hesitant, weak, unstable and vascillating elements of the porters and Negro ~~and Negro~~ in the communities.

But, there had been a John the Baptist of the Brotherhood leaders in Frank Boyd, Pullman porter and black revolutionist who had proclaimed to the porters and the public the teachings and gospel of the Brotherhood, for which he, too, paid the supreme price with his economic life.

Inspired by the eager response of the porters in enrolling as members of the Brotherhood, Randolph and Totten sped across the country to the far West, where they encountered increasing opposition from the petty Pullman Negro officials, known as porter-instructors, who began steadily to plant seeds of fear into the hearts of the porters. But, withal, Brotherhood evangelism, wiht its dramatic appeal ~~to~~ on the basic grievances and needs of the porters and oppressed Negro people, swept victoriously through Seattle and Spokane, Washington, Portland, Oregon, Oakland and San Francisco, down into Los Angeles, California, with the host of Brotherhood members steadily increasing.

Old Dad Moore

In Oakland, scene of historic battles of the Brotherhood, Randolph and Totten were met by that Grand Old Man, Old Dad Moore, a tall, raw-bony, plain, blunt, hulk of a man, far past three-score years and ten, with his stern eyes flashing the fires of revenge, much in the mold of the old prophet Elijah, whose high mission was to direct the Israelites to the path of Yaweh, the God of the Children of Israel and to revenge their oppressors. In his rough and homely fashion, he hurled imprecations upon the heads of

Pullman oppressors and literally embraced the Brotherhood leaders who came preaching a strange doctrine of the unity of the porters and equality of black men.

With Dad Moore, was C. L. Dellums, an operating porter, now an International President, who was young, able and aggressive. He threw himself wholeheartedly into the Brotherhood fight for which he soon paid with the loss of his job.

In Los Angeles, the final stop on the Pacific Coast, the fight was uphill and disappointing, resulting in W. H. (Bill) Holland, a porter and relentless agitator, being offered up as a sacrifice upon the altar of black trade unionism. Whipped by the sharp winds of hate of race and hate of class, the campaign to unionize porters rolled on.

After a brief stop in Salt Lake City, a small district, Randolph and Totten came into Denver, which was in the grip of a blizzard of snow and rain, ~~when the the leaders arrived~~ to sell their union wares to the porters and the public. They found a friend in ex-Governor Sweet of Colorado and Dr. Holmes, LOCAL NEGRO LEADER.

Despite the fact, Pullman pressures against the Brotherhood were becoming sharper and sharper, McBride, Benoit and several other porters cast in their lot with the cause.

From Denver, Randolph and Totten moved into Omaha, where worked and lived Bennie Smith, a porter, now an International Vice-President, of whom it can be said there was no man of greater courage and resolution and wisdom of the ways of the porter and Pullman. Though an official and delegate to a wage conference of the Employee Representation Plan, in the face of the powerful Pullman overlords, he refused to sign the Agreement written by the Company for the porters. He was joined by Porter Edwards of St. Louis. It was the first case of its kind in Pullman history. Both were promptly fired. Brother Smith not only lost his job, but his home and wife.

Kansas City Labor War

Midway between East and West, Kansas City, Missouri became an Armageddon of great challenge and hope, frustration and fear. A stronghold of Pullman feudalism, Kansas City was invaded by Brotherhood warriors, bent upon its conquest for the cause of bonafide collective

Spencer

bargaining for porters, with final triumph at the price of Totten's blood who was struck down in mid-day by his enemies. Yet, undaunted and unafraid, he carried on, finally leaving his mantle upon Porter Watson, fearless champion of the porters' cause, who was uncerimoniously fired and left to sup upon bread and water, without benefit of friend or family.

Following the trail of the lazy Mississippi, Randolph and Totten, battered and bruised, with heads unbowed and stipped down to fighting form, from want and work, came upon St. Louis, where the Superintendent Baker, a living terror of the porters and his Negro man Friday, Porter-Instructor Smith, had virtually broken the spirit of the porters. Stricken with fear, the porters flitted by the leaders of the Brotherhood like shadows, lest some faceless porter-informer take them into the Pullman Superintendent and the Porter-Instructor, an ominous black and white edition of Simon Legree.

Add to this system of Pullman intimidation, the Negro weekly, "St. Louis Argus", anti-labor and anti-liberal, which condemned, derided and decried the Brotherhood, its leaders and all of their works, a paper generously distributed among the porters, free of charge, as a public race relations project on Pullman and the porters, it is not difficult to sense the socio-labor climate of this metropolis.

Out of this confusion and company unionism, emerged E. J. Bradley, an International Vice-President today, a porter then, who resigned to take over the thankless job of organizing porters for the Brotherhood, and through his miscalculation of the timetable of Brotherhood progress toward victory, sustained the loss of home and wife. But he never lost heart or hope while he walked the streets of St. Louis without funds or friend.

When the smoke died away, Randolph and Totten had left a Brotherhood underground cadre in St. Louis.

The Return to Headquarters

After the long, arduous and spectacular trek across the country and back,

in quest of members and money for the Brotherhood, Randolph and Totten returned weary and wiser, with glowing accounts of how their porter brothers rallied in far away Seattle and down the Coast, and of growing anti-Brotherhood propaganda among the porters ~~and~~ in the Negro press and pulpit.

Men sat around the Brotherhood headquarters with rapt attention while exploits of the Brotherhood leaders in the war against Pullman Company unionism was told, reflecting mixed emotions of fear and faith, wondering what would tomorrow bring, for it was a matter of common knowledge that every Brotherhood porter was a marked man.

Eastern Drive

After an intensive series of meetings every night for two weeks or more in New York City in the Elks and St. Luke's Halls, Randolph and Totten struck out for Washington, D. C. where they launched a vigorous campaign for members for the Brotherhood enlisting such stalwarts as leaders in the cause as Porters McClellan and Pete Anthony, both of whom were soon fired, casting a gloom of dismay over the porters and their families; except that Sister Rosina C. Tucker, now International Secretary-Treasurer of the Ladies Auxiliary to the Brotherhood, inspired, like the Maid of Orleans, Joan of Arc, in an hour of great crisis, seized the banner of leadership and bore it nobly forward.

The Brotherhood cell in the Capitol of the Nation, though small in size, was hardened with underground resistance.

Boston

Labelled as an idea and not a city by Brother M. C. Oglesby, a porter, who was active in the pre-Brotherhood organizational efforts of the porters, the Boston Pullman district proved to be a difficult nut to crack for the porters' leaders.

Two of the original pioneers who never waivered ~~and who never~~ faltered

were Brothers Jones and "old man" Cy Taylor, ~~the~~ latter ~~has a son~~ who is a pharmacist there.

Invasion of the South

Cognizant of the hostile climate of the South, Brotherhood organizers made no immediate efforts to invade it with the message of ~~the Union~~ Unionism.

Porters running into New York City, Chicago and the Far Western cities from Southern points, were contacted, given literature and urged to join. Some did.

The first major attempt to organize porters in the South was conducted by Bennie Smith, in the early days of the movement in Jacksonville, Fla.

Until Pullman district officials became aware of his activities, things went forward without incident, and porters signed up as members. But when a stool-pigeon, heir of the "Big House Slave", the gentry who took on the livery of caste, because of proximity to the slave master and inheritance of his cast-off-clothes, carried the news about the presence of Bennie Smith among the porters, police made a visit to his room, frightening his landlady and finally hailed him before a court on the nebulous, but dangerous charge of preaching social equality, because he was peddling "The Messenger" Magazine, official organ of the Brotherhood.

He retained a colored attorney who was not too strongly committed to the revolutionary doctrine of social equality in Dixie, to represent him in court, but discovered when the Judge, in a harsh, sinister voice, threatened to send him to Blue Jay Farms, a sort of convict camp, that he was facing the judge alone, his attorney safely concealed quite some distance away. When he was told by the Judge to make himself scarce in the environs within twenty-four hours, he was promptly advised by his attorney to catch the next train north.

Be it said to the courage of Bennie Smith, that he had to be urged, by officials of the Brotherhood, to come out of the South, since he expressed a desire to continue his work there and to see the fight through.

This marked the end of the campaign to organize the porters in the South until the Brotherhood received federal local charters from the American Federation of Labor, the latter part of the 20's.

Other areas, such as Indianapolis, Columbus, Louisville, Cincinnati, Pittsburgh and Philadelphia, above the Mason and Dixon Line, were visited periodically by Randolph, Totten, Frank R. Crosswith, Special Organizer of the Brotherhood, now International Organizer of the International Ladies Garment Workers Union of America, and W. H. DesVerney, one of the original six porters who founded the union.

Indian Summer of the Brotherhood Campaign Ends

The first year of the Brotherhood's organizational campaign was a sort of Indian summer, ~~which~~ of crusading glamour and enthusiasm but destined all too soon was a result of the fact that the Pullman management, which at first had adopted the policy of ignoring the existence or discounting the significance of the Union, later became concerned, if not alarmed by the response of the porters, and began to strike back through its Negro welfare workers with the most effective weapon of all, the discharge.

Soon, the Brotherhood faced its "winter of discontent".

Wage Conference

In order to deprive the Brotherhood of the force of one of its effective grievances and weapons, the charge that porters were the victims of starvation wages, Pullman called a second Wage Conference and had porters elected delegates to it in 1926. At this conference the porters were granted an eight percent increase in wages, raising the minimum monthly wages from $67.50 to $72.50, which, of course, the Brotherhood ridiculed as picayune, although it claimed credit for same.

But the point here is that in electing delegates to the wage

conference under the Employee Representation Plan, the Management struck a heavy blow to undermine the morale of the porters and weaken the Brotherhood by placing a red check by the name of every porter who refused to vote in the election, which invariably was followed by the District Superintendent calling the porter in to question him about his failure to vote, advising, with a plentitude of profanity, that he could go home and stay until he was sent for; or he was given thirty days book-suspension, or he was fired outright, and bluntly told to go to the Brotherhood and get a job; or to go out on State Street in Chicago, Seventh Avenue in New York City, Central Avenue in Los Angeles, Seventh Street in Oakland, California, Market Street in St. Louis, Missouri or "U" Street in Washington, D. C., for work.

It worked.

It was intimidation.

It scared the porters to death.

Many of them fled from the Brotherhood as though it was a leper.

It was, in very truth, the beginning of the Brotherhood's time of troubles.

The Mighty Legion of Fear

Fear stalked abroad in the land, and like "Banquo's Ghost", bobbed up ever and anon, and would not down.

A sort of creeping paralysis of the Brotherhood spirit set in. Fair-weather Brotherhood men fell away. But, a hard core remained like Gideon's "300" who conquered the Midianites.

Brotherhood cells, composed of the true and tried members remained functioning, the while, in their underground habitat.

From time to time the underground of the Brotherhood was penetrated, a good solid member was framed and picked off and was forthwith held up to the porters as an example of a porter who was too smart for his own good.

It always hit the bull's eye, for following the dismissal of a strong Brotherhood man anywhere, with grape-vine effectiveness, it seeped into every nook and crevice of the porters' life and was the signal for the collapse of union interest, causing some strong men to lose heart and grow weak, and weak men to grow weaker AND DISAPPEAR.

Discharged porters were carefully pointed out as living symbols of the menace of the Brotherhood, unmistakably demonstrating that neither the Brotherhood nor any other group of Negroes, or for that matter white men, could make the powerful Pullman Company do anything it didn't want to do.

Wives of discharged porters, unaware of what the building of a labor union meant, and panic-striken over the loss of the wage income of their husbands, spread gloom throughout the Negro communities, giving strength to Pullman propaganda against the Union.

Attacks of the Negro Press

Perhaps the blackest chapter in the history of the Negro, which must eventually be written in full, was the well-nigh unanimous attack of the Negro press upon the Organization.

Brotherhood news was rejected, doctored or distorted and Pullman news or half-truths, misrepresentations or outright lies about the Brotherhood and its leaders by any little stool-pigeon, were given sensational headlines.

Realizing that the moral virtues of the Negro press were not beyond question and that some of the editors were hungry, Pullman bought space in Negro papers, in one instance, a big Negro publisher showed Brotherhood leaders the actual record of payments. Thousands of copies of Negro papers were bought and piled high in Pullman district sign-out offices, with a sign to porters "take one, free".

Of course, it must be said that this form of journalistic venality is

not peculiar to the Negro press. It manifests itself among the white press, too. But, Negroes being poor, cannot afford the luxury of any kind of moral corruption, especially, at the expense of Negro workers, the economic foundation of the race.

It is no doubt also true that Negro editors were down-right ignorant of the meaning and value of trade union organization to Negroes, and they seized upon racial discrimination in the American Federation of Labor as an excuse for their feudalistic anti-labor practices.

Besides, the Negro press is a bourgeois institution which is run TO ~~for~~ MAKE ~~make~~ profits first and save the race second, and was certainly not above resorting to all kinds of methods to make them.

Nor was this moral surrender in the tradition of the old pioneers of the Negro press, Samuel E. Cornish and John B. Russwurm, who published "Freedom's Journal" in New York City in 1827, AS AN UNCOMPROMISING VOICE AGAINST SLAVERY.

But, without question, the quality of Negro journalism has greatly improved in the last quarter of a century in content and form and with the new blood of youth, gives promise of a finer future.

OF COURSE, Negro Preach[redacted]d the Brotherhood

A the small, one horse, four or eight page newspaper was more inclined to go along than the "big boys" with a lush circulation and national advertising. The little fellows would "sell,too", if there was a buyer, but they would listen to the Brotherhood's bid if it had anything to offer, and even write up the leaders favorably as long as they were in town.

Such was the manifestation of moral decay of Negro professional leadership during the period of the mid-twenties, the era of the so-called Negro renaissance, which flourished among the Negro literati and art circles in New York City, with "Opportunity" Magazine of the National Urban League, AS the expression of the so-called "new Negro".

Negro Preachers and the Brotherhood

Two kings, Jehoshophat of Judah and Ahab of Israel, standing on the hill of Samaria, arrayed in their royal robes, contemplating war upon Ramoth Gilead, seeking encouragement of a good omen, called upon four hundred prophets of their kingdoms to answer the question of Ahab: "Shall I go against Ramoth Gilead to battle or shall I forebear".

"Go up the Lord shall deliver it unto the hands of the king", the prophets replied.

But the kings being skeptical and hesitant, called in the prophet Micaiah and presented the question to him and he replied, "I saw all Isreal scattered...as sheep that have no shepherd." Micaiah was thrown into prison.

Ahab followed the flattery of the professional prophets, went to war, and was slain and his army defeated.

Micaiah, the great and good prophet, though knowing the desires of the kings and in opposition to four hundred false prophets, chose to be a true witness.

Some, not all of the top-level Negro preachers, unlike the great prophets of Israel, Elijah, Elisha, Amos, Micaiah and Isiah who were poor shepherds or herdsmen, dedicated to Isreal and the cause of righteousness, followed the course of Annas and Caiphas of the Temple of Jerusalem and turned against the humble porter for Pullman, in some instances, barring the doors of their churches to the leaders of the Down-trodden porters.

But, albeit, the Negro church too, naturally is changing.

While in the main, ministers continue to preach the evangelism of Christ, they are increasingly turning their interests and attention to the economic, social and political welfare of their members, practically one hundred percent of whom are workers and sell their lives and energies

in the labor market from day to day for wages, with which they purchase food, clothing and shelter.

The little, well-nigh illiterate store-front proletarian preacher, himself hungry, with shiny coat and pants, frantically scuffling to raise "Dollar Money" to keep from being sent by the bishop TO A DARKER PARISH ~~where a toll-frog wouldn't croak~~, was with the Brotherhood, but the parson, literate and vocal, a "big name" in the community, with a "big church","big car", "big house" and "big salary" was unfriendly, if not opposed to the Brotherhood and was not hesitant about preaching about it.

In fact, Negro church leaders who joined the exploiters of the Negro workers, betrayed the rich background of the Negro church which was born in revolt against segregation and discrimination in the white church during slavery, under the leadership of such spiritual titans as Bishop Richard Allen of the African Methodist Episcopal Church.

But, the white church, too, or rather some sections of it, all over the world, has sold its soul to the God of Mammon, and turned its back upon the children of men, especially, black men.

Negro Leaders

While it cannot be said that Negro leaders of Negro national movements ever attacked the Brotherhood, it is a matter of record that none of them ever passionately championed the cause of the union porter until the long, hard, bitter struggle was crowned with success.

But, in justice to James Weldon Johnson, Secretary of the National Association for the Advancement of Colored People and Eugene Kinckle Jones, Secretary of the National Urban League, it must be said that they were personally friendly to the Brotherhood in the early days.

Labor Conferences

Realizing the dual problem of making porters sound trade union members and making the black and white public aware of the origin, purposes and problems of the Brotherhood of Sleeping Car Porters, was a man-sized educational problem, leaders of the Organization, before many moons had passed, set up Labor Conferences in various cities where there was a fairly large Pullman district, for the purpose of discussing the place of organized labor in society; its relation to the home, church, school and government.

It was the opinion of Brotherhood leaders that one of the most effective ways to off-set and overcome the attacks from the Negro press, church and other leaders, was to give the various groups in the communities and leaders knowledge of the grievances and problems of the porters and opportunity to discuss the ~~beginning~~ origin, nature, function, aims and limitations of the Employee Representation Plan or Company Union, how it affected wages, hours of work and conditions of work of the porters in contrast with the Brotherhood, a bonafide labor union, financed and controlled by porters.

Some of the subjects included the history of organized labor, labor problems, standards of living, shorter work-week and work-month, labor-management cooperation, consumers and producers cooperatives, credit unions, civil rights, discriminations, racial and religious in the labor movement, company unions, yellow dog contracts, church and labor, government and labor, labor legislation, labor and political action, labor and war and peace, labor and health, government housing, labor press, strikes and the public, labor and capital, race and prejudice, etc.

These labor conferences usually began with Public Labor-Education meetings in some church or hall, with some prominent speakers, sympathetic with the aims and aspirations of the trade union movement with attractive musical programs, and always, of course, emphasizing the particular struggle of the porters to build the Brotherhood of Sleeping Car Porters.

Local doctors, lawyers, government career men, trade union officials, ministers, educators, business men and artists, were brought into the conferences to discuss their particular profession or calling in relation to labor.

Outstanding men in various fields participated in the conferences, such as Paul Douglas, then Professor of Economics at the University of Chicago and now United States Senator; Louis Wirth, Professor in the Department of Sociology of the University of Chicago, to suggest but two. In fact, it was the policy of the committee of the local Brotherhood divisions to enlist the cooperation of the local educational institutions in the city, especially, the departments of social science.

Committees that set up and carried on these labor conferences were composed of porters operating on railroads from day to day under the supervision and direction of the Zone Supervisor, an International Vice-President

Experience and confidence gained by Brotherhood local leaders in program-building, establishing contact with colleges and universities in securing the cooperation of various professors to speak to the conference, appearing before ministers alliances, woman's clubs and talks with business leaders, gave the local porter-officials new perspectives, vision, faith and a sense of the belonging of labor, in general, and the porter in particular, in the constructive and creative life of their community.

Many of these brothers, active in the labor conferences, became members of the "hard core" of the Brotherhood when the movement hit upon evil times. These labor conferences tended to give moral, spiritual and intellectual underpinnings to the Organization. They were simple and unpretentious labor clinics where theory and practice met face to face in the battle of the porters for the right of self-organization and a better life.

Perhaps, these conferences provided the first opportunity not only for porters to participate in and run discussions on problems of labor, but were no doubt, the first conferences primarily concerned with the fate and fortunes of organized labor developed by Negro workers in the history of Negro America.

Negro communities, mostly indifferent or opposed, were exposed for the first time to a frank advocacy and exposition of the cause of union labor in these conferences.

Only the high quality of speakers, consultants and resource leaders, some of whom came from the unions and leading colleges and universities, in these conferences won respect and consideration from the Negro bourgeous talented tenth.

From the second or third year of the life of the movement, these labor conferences began and were held from coast to coast in practically all of the Pullman districts, and from year to year until the national election to determine representation of the porters in 1935, and, intermittently, thereafter.

What was the value of these conferences to the porters and the Negro communities?

First, they tended to break down the complexes of inferiority built up by low wages, harsh treatment and abuse which were the lot of the porters since the time they operated on wooden Pullman cars, equipped with kerosene oil lamps, heated with wood and coal stoves, and gave them a sense of importance, that they counted for something in the world and that life could be beautiful if you stood upon your hind legs and did something about it.

Second, since porters, in the local divisions had the responsibility of planning, with the Zone Supervisors, these conferences, they developed a sense of the value of the educational principle of "learning by doing".

Third, they broadened and enlarged their perspective by taking them out of their narrow, provincial vocation and calling and putting them into contact with workers, black and white, in different industries and crafts as well as varied professional, educational and church leaders.

Fourth, they gave the porters a basic understanding and appreciation of the role of labor in modern society, giving the picture of the long, hard, bitter and bloody battles it has waged to win its rights.

Fifth, these conferences enabled black and white America to observe Negro workers in an entirely new role of not only trying to build a trade union, but also active in a veritable labor laboratory in quest of the whys and wherefores of organized labor and its mission in ancient, medieval and our contemporary times.

Sixth, they helped to provide the porters with facts and arguments, tools and weapons to defend and advance the cause of the Brotherhood, beset as it was from all sides by fair-weather friends and fanatical foes with left-handed support or right-handed attacks.

Seventh, the labor conferences helped porters to see that the effort to win recognition from the Pullman Company was no pink-tea party, but involved a long, hard pull, and that they could and would win if they fought hard enough and long enough.

Be it said that the labor conference idea was born of necessity. The Brotherhood's back was pressed against the wall. Pullman was hammering the union right and left. Membership was declining and funds were low, if, indeed, there were any.

Time soon came for the application of the principles of education, negotiation and arbitration in labor controversies.

Letters to Company

Upon a basis of thousands of authorization cards signed by porters, designating the Brotherhood as their bargaining agent, A. Philip Randolph, General Organizer, wrote many letters to the Pullman Company, claiming the right to represent the porters, and requesting a conference, but no reply was ever received.

So great was the spell of the great power of the Pullman Company over the minds of the porters, that not one expressed the slightest surprise at this fact.

In the opinion of porters, anyone who received a letter from the Big Office of the Pullman Company in Chicago, Illinois, was just lucky, and it was to be considered an event of no mean significance.

Appeal to the Mediation Board

Failing in the attempt at direct relations with the Company, application for the services of the Mediation Board to investigate and settle the dispute was made, October 19, 1926. Mediator E. P. Morrow, former governor of Kentucky, was assigned to the case. The Brotherhood claimed it represented a majority of the porters, and that the Employee Representation Plan, organized and controlled by the Company, had no status under the Railway Labor Act, recently enacted.

Of course, the Company called for the dismissal of the case on the grounds that 85% of the porters and maids had voted under the Employee Representation Plan in 1926; which was probably true. Under the Railway Labor Act of 1926, Pullman's Employee Representation Plan was legal, if there was no interference, influence or coercion.

A long delay ensued which caused porters, who were naturally suspicious, to circulate rumors to the effect that the Pullman Company had put in a "fix" on the Board.

It was not until February 14, 1927 that any notice was received

from the Board concerning an investigation of the claims of the Union.

And it was May 4, 1927, before any investigation began.

August 9, 1927, the Mediation Board announced that the parties involved had failed to reach an agreement through the process of mediation and recommended arbitration.

Arbitration, which was voluntary, was accepted by the Brotherhood, but rejected by Pullman.

Mediator Morrow, lame-duck Republican politician from the blue-grass state, was an easy going, Kentucky-colonel-looking type of Southerner, shuttled back and forth between Vice-President and General Manager, L. S. Hungerford and Randolph and Webster who conferred with him in the Congress Hotel in Chicago, exercising his persuasive powers in the interest of the settlement of the dispute, but to no avail.

The Mediation Board closed the case, July 12, 1928.

That this action created a let-down and wide-spread gloom among the porters, goes without saying, accompanied with the usual, cynical comment, "I told you so".

7,*B

Sought Ban on Tipping

Grabbing at every straw, with confidence of porters in the Brotherhood waning and funds non-existent, the Organization attacked tipping as a substitute for adequate wages and invoked the quasi-judicial powers of the Interstate Commerce Commission to compel the Pullman Company "To cease and desist from directly or indirectly informing or instructing applicants for positions as porters that they may expect increment to their wages from passengers.....on the grounds that it was a violation of the Interstate Commerce Act. A brief was filed with the Commission to this effect by Henry T. Hunt, formerly mayor of Cincinnati, and member

*B

Little did the leaders of the Brotherhood think while they were conferring with Mediator Morrow in Chicago that it would be ten long years before representatives of the Pullman porters and the BSCP would walk across the threshold of the doors of the Pullman Company to sit around a table to negotiate a contract although as much was suggested by a rough and ready representative of the Pullman shop crafts who came within an inch of losing their shirts in the strike of 1922.

of the United States Railroad Labor Board, September 7, 1927.

A hearing was held on the submission of the Brotherhood, despite Pullman's demand for the dismissal of the case, in Washington, D. C. January 11, 1928.

March 5, 1928, the Interstate Commerce Commission by a vote of 4-3, decided that it did not have jurisdiction over the Brotherhood versus Pullman dispute. The case of the porters was then pending before the Mediation Board.

This fight on tipping as a substitute for proper wages, carried on by the Brotherhood, secured nation-wide publicity in the Associated Press, United Press, International News Service, Universal News Service and Scripps-Howard Service.

Material developed through an economic survey of the wages and work of porters by the Labor Bureau of New York City, was thoroughly exploited. The project was highlighted by comments by Heywood Broun, prominent columnist in the New York Evening Telegram, in support of a wage increase for Pullman porters, in which he said:

"The Pullman Company is a panhandler. Some federal police officers should take away the tin can from the corporation and confiscate its pencils...I'm tired tipping the Pullman Company".

The reaction to this campaign against the Pullman Company was mixed approval and ~~opposition~~ disapproval. The younger porters who constituted the large majority of this class of employees, and lacked the necessary whiskers to hold down the so-called cream-tipping runs, were all for the proposed Brotherhood wage of $150 a month, without tips.

On the other hand, the be-whiskered gents who could, because of their closeness to the Company and a bit of Uncle Tomism, shift from their regular runs to preferential seasonal winter or summer lines, and had

salted away a fairly good swag of dough; blasted the no-tipping campaign as a pipe-dream of a bunch of radical up-starts, which, if successful, might make porters' jobs attractice to extra-racial competition.

Strike Maneuver

During some two years, more or less, the consistent refusal of the Company to deal with the Brotherhood was convincing proof that the porters had to do something more fundamental and challenging than letter-writing and speech-making.

Thus, in March, 1928, the Brotherhood through its two-man strike Committee, Randolph and Webster, decided upon a strike vote. The purpose of this strategy was to get President Calvin Coolidge, who had been made aware of the problems of the porters, to set up an Emergency Board to investigate the dispute between the Brotherhood and the Company, and report its findings to the President, which was designed to mobilize public opinion back of said findings.

Of course, the Brotherhood was acting upon the assumption that an Emergency Board would discover its claims to be true.

It is ~~only fair~~ correct to state that Brotherhood leaders were hopeful that an actual strike would be avoided, since the financial resources were practically nil and the organizational machinery weak, although, strikes, if not wholly successful, had been staged before by workers without great funds or strong unions.

While President Carry in reply to queries from the press, had indicated unconcern about the proposed strike, vast preparations to offset it by arranging for the housing and feeding of strike-breaking porters in Pullman cars in the railway yards throughout the country, were made.

Specifically Mr. Carry stated:

"The Pullman Company is prepared to maintain its services to the public, is not losing any sleep over the situation and does not anticipate that any of its patrons will be inconvenienced. The Company is fully conversant with the activities of certain outside agitators to cause defection in the ranks of its porters, a large majority of whom are not in sympathy with the movement and will remain on the job. The strike movement fostered by agitators, who are not employees of the Company, was an attempt to induce and persuade the employees of the Pullman Company to violate their contract with the Company, especially so in view of the fact that the agreement provides that there shall be no strike or lock-out".

But from various well-founded reports, many passengers and large organization passenger movements had been cancelled on account of the announced strike date of June 8, 1928.

FROM

Board Discounts Strike Threat

But, the Board of Mediation, in a telegram to the Brotherhood by Secretary John Marrinan, ~~which~~ stated, "...with reference to certain differences between the Brotherhood of Sleeping Car Porters and the Pullman Company, our file C1-107 and your application that the Board of Mediation take action under the provisions of Section 10 of the Railway Labor Act, you are advised that after having given full consideration to the presentation made by both parties, and in view of the facts and circumstances surrounding the situation, it is the judgment of our Board that at this time, an emergency as provided for in the said section, does not exist in this case".

This action of the Board was branded as "strange and unjustifiable" by Brotherhood leaders, but after consultation with President William Green of the American Federation of Labor in Washington, D. C., a few days before the strike date, with a view to securing his aid in getting favorable action from the Mediation Board, who recommended that the strike be postponed because economic conditions were not favorable for a ~~strike, and he did not believe~~ STOPPAGE.

~~that the porters would receive the necessary public backing, in the event they should strike;~~ the strike was postponed.

President Green stated: "For obvious reasons, a strike at this time would play into the hands of the Pullman Company. It is my firm conviction that the best interests of all workers concerned would be served through the postponement of strike action and the substitution therefore of a campaign of education and public enlightenment regarding the justice of your case and the seriousness of your grievances".

The Strike Committee accepted the advice and called off the strike June 8, 1928, emphasizing postponement to take the edge off the collapse of their strategy.

But, even an ill wind may blow some good. At least, such was the case with the Brotherhood's strike maneuver, which was thoroughly scored by the Communist "Daily Worker", the American Pravda, and some porters expressed disappointment with the Brotherhood's strategy, having lost in every effort under the Railway Labor Act.

Perhaps, the one hidden jewel in this whole strike enterprise was aptly expressed by M. P. Webster, First International Vice-President, when he pointed out that "the threatened strike had reversed the concept of the American public from the stereotype of a shuffling, tip-taking porter to an up-standing American worker, demanding his right to organize a union of his own and a living wage. This strike threat took the front page of every paper in the nation and promptly stopped the public from thinking of the porter as "George and laughing at him as a joke".

The force and logic of this observation can be readily understood when it is realized that this was the first time in the history of the United States that a large mass of Negroes, submarginal workers, conditioned as inferiors,

Dr. Brailsford R. Brazeal, who received his doctorate on his thesis, "The Brotherhood of Sleeping Car Porters," threatened to project a strike on a national scale under Negro leadership.

The strike maneuver unquestionably gave the fight of the porters status, although it was followed by a breakdown of morale and a drastic decline in membership.

It robbed the Octavius Roy Cohens of a perennial folklore subject which made the porter an object of fun and ridicule.

The strike threat strengthened the fight of the Negro for civil rights and human dignity, and gave the porters in particular and Negro workers in general, a sense of worth in the great struggle of the American workers for a better tomorrow.

Legal Battles Against Employee Representation Plan

Ever cognizant that the Employee Representation Plan stood between the Brotherhood and recognition, like Cato the old Roman Senator who ever cried out, "Cathage must be destroyed", the Brotherhood leaders never ceased to declare that the Employee Representation Plan must be destroyed.

In this fight, Brotherhood leaders were greatly heartened by an injunction granted by Judge Hutcheson of the Federal District Court of Texas ordering the Texas and New Orleans Railroad to disestablish its company union complained against by the Brotherhood of Railway Clerks, August, 1927, which was finally upheld by the United States Supreme Court, the essence of the decision being that the Texas and New Orleans Railroad financed and otherwise controlled their employees organization in violation of the Railway Labor Act of 1926.

This was sufficient cue to the Brotherhood to initiate action for an injunction against the Employee Representation Plan, October 14, 1930, in the Federal District Court of Northern Illinois, ~~with~~ But Judge Charles E. Woodward refused to uphold petition, October 15th.

C.K.

Brotherhood membership interest sank so low that Abe Harris and Sterling Spero, up and coming advanced economists, lured by the Marxist exposition of social progress, pronounced in the pretentious, pontifical tone the funeral rites over the sad remains of the Brotherhood, whey they said:

In the chapter on "Pullman Porters" in THE BLACK WORKER by Spero and Harris, 1930, "The great pity of the virtual collapse of the porters' union lies not merely in its effect upon the porters who have grievances which sorely need correction, but in its effect upon Negro labor generally. The hope that this movement would become the center and rallying point of Negro labor as a whole is now dead. Of course, a substantial nucleus of the Brotherhood still remains intact, and it may be that in another crisis, it will again grow into an important movement. The chances are, however, that it will be a long time before Randolph or any other leader of this group will again be presented with opportunities as favorable as those which were missed."

But, the darn movement just keeps on living and growing which should be a lesson to the over ambitious prophets to tread lightly in the unpredictable realm of labor economics.

Continuing its attempt to torpedo the Employee Representation Plan by court action in 1932, the Brotherhood petitioned for a permanent injunction to restrain Pullman from operating its Plan in violation of the Railway Labor Act of 1926 and the Norris-LaGuardia Labor Injunction Act of 1932. Judge E. Q. Johnson of the Federal District Court of Northern Illinois, upheld the petition of the Brotherhood, November 12, 1932, including the right to sue which had been denied by the Company on the grounds that the Brotherhood was an unincorporated body. But he also invoked some legalistic metaphysics which negated the value of the decision to the Union.

Judge Woodward finally, in a hearing before him, dismissed the Brotherhood's injunction for want of equity, January 15, 1934.

Amended Railway Labor Act

With the election of Franklin D. Roosevelt in 1933, a legislative revolution on the labor question followed with the enactment of the National Industrial Recovery Act and the Amergency Transportation Act, but porters were only to suffer the dual disappointment of exclusion from the benefits of the former, because they were employees of a carrier engaged in interstate transportation and the latter because the carrier for whom they worked was not a railroad.

To escape this dilemma, the Brotherhood requested Joseph B. Eastman, Coordinator of Railroad Transportation, to investigate the Employee Representation Plan, and that the Emergency Transportation Act of 1933 be amended which would cause it to apply to "any sleeping car and express company". This amendment was supported by the twenty-one railroad labor unions and the Committee on Interstate Commerce.

When Brotherhood leaders discovered that sleeping car porters were, unlike, other classes of railway employees, not specifically written into the Amended Act, they fought for the inclusion of sleeping car porters and dining car employees in the Act, and won, which alone made it possible

for porters and dining car employees to be directly represented by the Brotherhood and the Dining Car Employees Union before the National Railroad Adjustment Board

The Great Election

Since the amended Railway Labor Act made it possible to determine representation, ending the life of the company union in the railroad industry, there was no future for the old Employee Representation Plan.

But, no one can gainsay the resourcefulness of the Pullman Company as shown by the fact that porter-officials of the Employee Representation Plan, promptly formed July 25, 1934, the Pullman Porters Protective Association, labelled by the Brotherhood as the "voice of Jacob, but the hand is the hand of Esau".

Federal Union Charters

After the long, hard fight to build the Brotherhood had settled down and lost its glamour, leaders of the Brotherhood who had been critical of the A.F. of L. because of racial discriminations of which some of its national and international unions were guilty, in order to secure the support of the labor movement against the Pullman Company, and reactivize the porters and raise their morale, which had sunk way down in the valley of despair, made application to the American Federation of Labor for federal charters.

The application was bitterly opposed by the International Hotel and Restaurant Employees Alliance and the International Bartenders League, claiming jurisdiction over the porters, but the fact that it made little effort to organize this class of employees, rendered its position quite vulnerable and untenable.

Thus, in 1929, the year of the Great Boom of the United States, the A.F. of L. granted federal charters to the Pullman porters through the intercession of the leaders of the Brotherhood in some thirteen cities throughout the country.

It proved to be a shot in the arm and helped to revive the rapidly fading interest of the porters in the Union.

A * (conventions)

Attacks BSCP and A.F. of L.

The entry of the porters in the A.F. of L. was the signal for a

A * Conventions

Structure and power of the Brotherhood was planned and built in the the periodic conventions, the first of which was held in 1929, following the granting of federal charters to the Brotherhood.

Subsequent conventions followed in St. Louis in 1930, Kansas City, Mo. in 1932, Cincinnati, Ohio in 1936, the fifth and first official biennial convention in Chicago, Illinois, in 1938, New York City, the sixth convention, in 1940, St. Louis, Mo. again in 1942, Cleveland, Ohio, in 1944, Chicago again, in 1946, Detroit, Michigan, in 1948 and this mid-century, 1950, in New York City again, its birthplace and home.

barrage of attacks upon the Brotherhood by Negro leaders who did not only oppose the A. F. of L., but organized labor as such. The brethren of the Kremlin also fought the Brotherhood and and the A.F. of L.

Randolph was plentifully damned and accused of having sold out the porters to William Green, President of the American Federation of Labor.

Interestingly enough, while porters were placed in the federal unions of the A. F. of L., the Brotherhood of Sleeping Car Porters, as a national trade union, was never disbanded, but remained as the agency of propaganda among the porters and the public, until an international charter was received from the A.F. of L.

The Brotherhood functioned through federal charters from 1929 to 1936, paying a per capita of 35 cents.

International Charter

The triumph of the Brotherhood in the fight against the claims of jurisdiction over the porters by the Hotel Alliance, did not deter the Order of Sleeping Car Conductors from applying to the Executive Council of the A.F. of L. for jurisdiction over the porters, which was granted to them in 1934.

Under a vigorous protest by Brotherhood leaders Randolph and Webster at the San Francisco Convention in 1934, at a show-down conference with Frank Morrison, Secretary-Treasurer and President Warfield of the Order of Sleeping Car Conductors, the Executive Council rescinded its decision giving over the porters to the conductors, which, by the way, had and still has a color clause in its constitution.

After an investigation of the membership, administrative personnel and financial status of the BSCP, the Executive Council of the A.F. of L. voted to grant it an international charter and so notified the Brotherhood on August 17, 1935. Of course, in the light of the victory of the Brotherhood in the representation election held by the National Mediation Board, the A. F. of L. hardly had any other alternative.

The international charter gave the Brotherhood new force and the membership a new impetus.

Rebuff of the Brotherhood 38

38A

Hard upon the heels of this pro-labor legislation, and under the provisions of the Amended Railway Labor Act of 1934, a letter requesting a conference was forthwith directed to the Pullman Company, which was answered denying that the Brotherhood represented the porters, whereupon appeal was made to the Mediation Board for adjustment of the dispute between the Brotherhood of Sleeping Car Porters and the Pullman Porters Protective Association, October 5, 1935.

The Mediation Board ordered and made an investigation of the claims of both organizations.

The Pullman porters' dispute involved the first national election held under the amended Railway Labor Act of 1934.

The election started May 27, 1935 and ended June 27, 1935.

Results: Brotherhood received 5,931 votes and the Pullman Porters Protective Association 1,422. The total number of votes cast was 7,442.

The Brotherhood was officially certified as the duly authorized bargaining agent of the porters by the National Mediation Board, July 1, 1935.

Conference with Company

Immediately upon certification of the Brotherhood as the bargaining agent, A. Philip Randolph wrote President Carry of the Pullman Company for a conference. It was granted.

Conference was set for July 29, 1935. This date marked the first time Brotherhood representatives ever crossed the threshold of the doors of the Pullman Company.

Negotiations began September 16, 1935 and representatives of the Company and the Organization met again October 2nd. October 4, negotiations were broken off.

The National Mediation Board was called into the case October 5th.

Mediation proceedings were ordered to be started January 23, 1936, with the Management stalling for time.

The slow process of mediation under the efficient Mediator Robert S. Cole, was entered upon April 1, 1937, almost two years after the winning of the election by the Brotherhood in 1935.

Twelve years after the Brotherhood was started in New York City, the Brotherhood signed its first contract with the Pullman Company, August 25, 1937. An interesting side-light on the negotiations that were held in the Conference Room of the old Pullman Building at 69 Adams Street, was a bit of dry humor expressed by Bennie Smith, after observing a bevy of pigeons flocking on the window ledge, that "the pigeons are still with us". It evoked no comment although everyone in the room was fully aware of its frame of reference.

Adjusting Grievances

Following the certification of the Brotherhood, July 1, 1935, the first case presented to the National Railroad Adjustment Board was for Porter John W. Beasley, one of the charter members of the Brotherhood, in the Chicago Division.

The victory of the Brotherhood in this case, handled by Attorney C. Francis Stratford of Chicago, won for the Brotherhood a new status of power and authority among the porters.

Upon the conclusion of this case, Milton P. Wester, First International Vice-President, took over as the "head grievance man", and since has handled all of the grievances and claims of porters who are members of the Brotherhood before the National Railroad Adjustment Board, and has chalked up a distinguished and enviable record of wins, which has secured for the Organization respect and prestige.

The Brotherhood is governed by its various conventions, its International Executive Board and its International President. Final authority and power in the Brotherhood rests with the porters, who are members in the local divisions and who elect and send delegates to the conventions, that legislate for the government of the Organization.

Ladies Auxiliary

Realizing that the role of help-meet which woman plays to man in the home had to be extended to larger areas of work and life if the porters expected to win the fight for recognition, living wages and decent working conditions, and that the worst enemy of a union porter is an uninformed, anti-union and unsympathetic wife, Brotherhood leaders within a few months following the formation of the Brotherhood, set up a ladies auxiliary known as the Colored Women's Economic Council, which was organized in 1925.

The pioneer women relatives of the porters did not only back the Brotherhood movement and give cooperation and inspiration to the brothers, but they gave parties to help raise funds for the poverty-striken union and called upon porters' wives in their homes and urged them to see to it that their husbands joined the Brotherhood and requested them to join the Colored Women's Economic Council.

The Ladies Auxiliary to the Brotherhood grew out of the Colored Women's Economic Council.

In pattern of structure, the Ladies Auxiliary is comparable to the Brotherhood. ~~Their~~ Its program of education and cooperation with the Brotherhood is constructive and fundamental.

Workers' Education Schools

Every year, as a part of the educational program of the Auxiliary, members of the Auxiliary are given scholarships to attend workers' education colleges during the summer at the University of Wisconsin and the Hudson

Shore Labor College in New Jersey.

Women who take courses in the Workers' Education schools return to their auxiliaries fired with a new faith and determination and devotion to build a strong auxiliary to support and help build a bigger and better Brotherhood.

The various auxiliaries study and keep abreast of legislation involving housing, minimum wages, rent control, the National Labor Relations Act, Railway Labor Act, unemployment insurance, Railroad Retirement and Social Security questions that affect the homes of the porters.

The range, form and content of the debates on the floor of the biennial conventions of the Ladies Auxiliary are of far-reaching educational value and challenge.

What Has the Brotherhood Done for the Porters

By the negotiations of a bonafide agreement for and in behalf of the porters, the right of seniority was, for the first time in the porters history, given legal reality.

Plan Agreements.

There had been three wage agreements negotiated under the Pullman Employee Representation Plan, 1924, 1926 and 1929, and strangely enough, although those conferences were called "wage conferences" there was nothing in the so-called agreements about wages. No wage scale could be found ~~within~~ between its covers.

It has provided under the Plan that eleven thousand miles would constitute a basic month's service.

Newly employed porters were to receive pay while undergoing training. Porters in charge of two cars would be paid the minimum monthly rate allowed conductors.

Extra pay, "at the rate of sixty-hundreths (60/100) of one cent per mile" was provided for when porters were required to work during their relief periods or during their layovers.

Porters were to be credited with thirty-miles for each hour of a train's delayed arrival.

Any service, including station duty performed outside of the duties of a porter, would be paid for at the rate of twenty-five cents an hour in addition to regular pay, if carried out during a relief or layover period.

Porters were to be paid at the rate of seventy cents a car, when they cleaned their cars at outlying terminals.

Porters deadheading at the request of the Company were to receive one dollar per day for expenses.

Porters serving on committees under the Employee Representation Plan were to be paid at the rate of $2.50 a day in addition to their other pay.

Porters called to meet with committees during their layovers or relief periods were to be paid at the rate of twenty-five cents an hour.

Pre-Brotherhood Porters' Wages

In 1883, porters received a wage of $12.00 a month.

In 1897, porters received a wage of $20 a month.

In 1911, porters received a wage of $27.50 a month.

In 1915, porters received a wage of $30 a month.

In 1918, porters received a wage of $48.50 a month.

In 1919, porters received a wage of $60 a month.

In 1924, porters received a wage of $67.50 a month.

In 1926, porters received a wage of $72.50 a month.

In 1929, porters received a wage of $77.50 a month.

Wage Decrease

In 1932, a wage decrease of five dollars was imposed upon the porters.

Between 1933 and 1935, the deduction of five dollars was restored to the porters.

From 1925, the Birth-year of the Brotherhood, the existence of the Organization was no doubt a factor in bringing about the wage increases in 1926 and 1929, which were obviously granted as a measure of appeasement of the growing unrest among the porters and to wean them away from this troublesom new comer in the Pullman industry, the Brotherhood.

Wage Rates Under Brotherhood Contract

1937

In 1937, the first agreement was negotiated by the Brotherhood with the Pullman Company concerning rates of pay and rules governing working conditions. The wage increase was $12 a month, thereby making the minimum pay $89.50 a month; maximum $100.50.

1941

In 1941, the Brotherhood secured a wage increase of ten cents an hour or $24.00 a month, raising the monthly minimum pay to $113.50. It was retroactive for September, October and November.

1943

In 1943, the Brotherhood secured a wage increase of ten cents an hour or $24.dollars a month, raising the monthly minimum wage to $137.50.

1946

In 1946, the Brotherhood negotiated a wage increase of ~~fifteen~~ Eighteen and a half cents an hour or $44.40 a month, raising the minimum monthly wage to $181.90.

1947

In 1947, the Brotherhood negotiated another wage increase of fifteen and a half cents an hour or $37.20 a month, raising the minimum wage to $219.10 a month.

1949

In 1949, the Brotherhood negotiated a wage increase of seven cents an hour or $14.35, raising the minimum monthly wage to $233.40.

Pre-Brotherhood Work-Month ~~Hours~~

1924

Under the Pullman Employee Representation Plan, 11,000 miles constituted a basic month's service.

Overtime ~~to be~~ WAS paid at the rate of sixty-hundreths (60/100) of one cent per mile.

Work-Month Under the Brotherhood

1937

In 1937 when the first contract was negotiated with the Pullman Company by the Brotherhood, it was agreed that 240 hours would constitute a basic

month's service.

Overtime to be paid at the rate of time and one-half after 260 hours.

1949

In 1949, the Brotherhood negotiated an agreement providing that 205 hours shall constitute a basic work-month.

Overtime to be paid at the rate of time and one-half after 240 hours of service.

Vacation with Pay

1944

One Week

Before the advent of the Brotherhood, there was no such thing as vacation with or without pay.

In 1944, the Brotherhood negotiated an agreement with the Pullman Company providing for one week's vacation with pay.

In 1950, the Brotherhood negotiated an agreement with the Pullman Company providing for six days' vacation with pay for porters with less than five (5) years in the service, and twelve days' vacation with pay for porters with five (5) or more years of service.

It also provides that a porter on an assignment, ~~or~~ a round trip on which involves more days than the twelve days vacation allowed, shall be given the number of days in the round trip with pay. Thus, porters on long cross country trips covering fourteen, sixteen or eighteen and twenty days will receive a vacation of the said number of days in the round trip with pay, the vacation beginning at the end of his regular lay-over.

~~No other group of railway employes won a comparable vacation benefit.~~

Canada

Across the border, sleeping car porters who worked for the Canadian Pacific and Canadian National, like their brothers who worked for Pullman, were the victims of gross exploitation because of the lack of organization.

The pay was low, hours long and treatment bad.

The Canadian Pacific Railway Company, which admits following the Pullman Company with respect to somethings, had adopted a welfare plan comparable to the Pullman Welfare Plan.

The Canadian Pacific had its company union which was of the same pattern of the Pullman Company's Company Union, known as the Employee Representation Plan.

Porters distrusted the porter-instructors in Canada just as they did in the States. Color discrimination tended to limit job opportunities for Negroes in the Dominion of Canada just as it did in the United States.

This racial condition created fear in the hearts of the porters about the result of affiliation with a bonafide trade unions, such as the Brotherhood.

But long, hard and relentless education and agitation by the Brotherhood leaders A. Philip Randolph, International President and Bennie Smith, Second International Vice-President, ~~who~~ the latter of whom, incidentally, had, at one time, worked for the Canadian Pacific as a sleeping car porter, broke down this state of fear and porters were finally organized.

Right of Representation

The problem of winning the right of represention of the porters as the duly authorized bargaining agent, was unusually difficult.

The Canadian Pacific has not even yet conceded the right of the Brotherhood to designate the person who shall sign agreements. It insists that its own employees also sign agreements.

However, no doubt, as a result of legislation amending the Industrial Relations and Disputes Investigation Act in 1948 by the Senate and House of Commons, the Brotherhood can designate such representatives as it deems necessary to sign agreements and be upheld by law.

Pioneers

Some of the old pioneers in the struggle to organize the sleeping car porters on the Canadian Pacific were Joe Jones of Montreal and Shirley Jackson of Toronto.

Both labored long and hard to win the fight to organize the porters in the Brotherhood.

Joe Jones of Montreal who grieved and worried about the bitter battles to organize the porters, died before the Brotherhood became the force it now is in Canada.

Canadian porters and the Brotherhood who benefited by tireless devotion and sacrifice ~~for the porters~~ OF JOE JONES should never forget him.

Canadian League for the Advancement of Colored People

BROTHER

Noting the very same problem of color in Canada which exists in the States, leaders of the Brotherhood set up the Canadian League for the Advancement of Colored People. Many interesting and enthusiastic public meetings were held, and some victories for the cause of better racial relations have been won.

No Public Opposition

Unlike the U.S.A., there were no public figures of color or agencies that sought to block the progress of the Brotherhood in Canada.

Northern Alberta Railways

In addition to the Canadian Pacific, the Brotherhood also holds a contract with the Northern Alberta Railways with headquarters in Edmonton, Canada. Only a few porters work on this road.

~~Canadian National~~ CANADIAN NATIONAL Plans are now underway to organize the sleeping car porters on the Canadian National which is similar in scope to the Canadian Pacific. PORTERS ON THE CANADIAN NATIONAL HAVE AN INDUSTRIAL KINSHIP ~~[illegible]~~ WITH THE PORTERS ON THE CANADIAN PACIFIC AND PULLMAN AND BELONG IN THE SAME UNION.

Canada

The wage history of the porters on the Canadian Pacific is quite similar to the wage history of the porters in Pullman with slightly higher pay than Pullman porters up to the 1937.

Rates of Pay for Canadian Pacific Porters were as follows from 1902 to 1943, including the bonus, ~~from 19~~ from June 1941 reverting to minimum wages:

		with bonus
1906	$30.00	40.00
1909	$32.00	50.00
1915	$32.00	50.00
1917	40.00	

~~With Bonus~~

1919 - — $75.00 —

1920 - — $75.00 -- 85.00

1922 — — $75.00 -- 80.00

1927 — — $80.00 — 82.50

1941 June (1) $88.36 -- 96.36

1941 Sept (2) $93.97 -- 96.37

1941 Nov (3) $95.82 -- 98.32

1942 Aug (4) $98.42 -- 100.92

1943 Sept (5) $110.90 -- ~~138.40~~

~~88.36~~

~~8.36~~

~~97.72~~

Cost of Living Bonus

Added to rates as follows:

(1) - - - - - $8.36

(2) - - - - - 13.87

(3) - - - - - 15.82

(4) - - - - 18.42

Pre-Brotherhood Wages

Before the Brotherhood came upon the property of the Canadian Pacific, porters minimum monthly wages, including cost of bonus, was ~~$112.41~~ are only this twice level.

~~It had taken the porters many years to reach this wage level.~~

1943

Wages Under the Brotherhood

In 1943, the Brotherhood negotiated a monthly wage increase for the porters of $12.48 a month, which raised the minimum monthly wage to $112.41.

1946

In 1946, the Brotherhood negotiated a monthly wage increase of $20.80 for the porters, raising the minimum monthly wage to $133.21.

1948

In 1948, the Brotherhood negotiated a monthly wage increase of $40.80, which raised the minimum monthly wage to $184.01.

Pre-Brotherhood Work-Month

Before the Brotherhood entered the industrial picture of the Canadian Pacific porters, there was no definite regulation work month.

1943

Work-Month Under the Brotherhood

In 1943, the Brotherhood of Sleeping Car Porters negotiated for and signed an agreement providing for a basic 240 hour work-month.

1945

Vacation with Pay

In 1945, the Brotherhood negotiated for and received six days vacation with pay for the sleeping car porters.

1948

In 1948, the Brotherhood secured an extension of vacation with pay to twelve days for porters of five or more years service.

Wage Conference

Following the first wage conference which was full of vexations and problems, relations between the Canadian Pacific and the Brotherhood were greatly improved.

Today, grievances and claims arising between the porters and the management are being adjusted in districts reaching from coast to coast.

Local Divisions

Local divisions of the Brotherhood exist in Toronto, Montreal, Winnipeg, Calgary and Van Couver.

Handling Grievances

Considerable ability and skill have been developed by the Grievance Committees under the able supervision of Bennie Smith, Second International Vice-President with the competent assistance of A.R. Blanchette, Field Organiser for the Dominion of Canada, who has been well-trained and developed by ~~Bennie~~ Smith.

BROTHER

Dues Paying

Some of the best dues paying divisions in the Brotherhood are in Canada.

Pullman Districts

In Toronto and Montreal, there are Pullman districts and Brotherhood Divisions with Pullman porters that follow the same general program that govern Pullman porters in the United States.

Ladies Auxiliary

In all of the various Canadian Pacific and Pullman divisions in Canada there are ladies auxiliaries that follow the same policies and principles that are followed by the auxiliaries in the States.

These auxiliaries have been of tremendous support and help to the Brotherhood. Some of the members of the auxiliaries in Canada, like their sisters in the states, attended the Hudson Shore Labor College on Scholarships provided by the Ladies Auxiliary.

#4 ~~#~~ 131

Structure

The Brotherhood of Sleeping Car Porters is basically and fundamentally a trade union. It is a trade union dedicated to the proposition of developing and advancing the economic status of its membership. Its program is based upon a pure trade union philosophy of developing a strong organization to protect the workers' interests on the job.

The basis of the Organization is the local membership composed of some 18,000 people in 117 local divisions. Local officers and delegates to the International Convention are elected by the paid-up members of the local division~~s~~. Local officers and delegates to the International Convention~~s~~ are elected biennially, and the officers serve for the term of two years. ~~Delegates elected to the International Convention~~ ~~are elected biennially, and the officers serve for the term of two years.~~ Delegates elected to the International Convention come from the various locals of the country. ~~and meet in the designated places.~~ When organized in Convention, they are the supreme power of the Organization. Ninety-nine percent of the delegates to the International Convention are lay members--Pullman porters, train porters, chair car porters and attendants. They are in supreme authority and during the deliberations of the Convention, ~~they promulgate~~ Legislate the policy of the Organization and elect the International Officers who serve for the ensuing term of two years.

In the interim of the Convention, the International Executive Board, composed of thirteen members, the majority of whom are lay members, is the supreme authority of the Organization. The International Executive Board meets twice per year and is empowered to meet on its own motion any time between conventions when the occasion necessitates it. Nominations of all International Officers are made from the floor of the Convention, and the International Officers are elected by a majority vote of the Convention. The International Officers and the International Executive Board make reports to the International Convention delegates of their stewardship of the

Organization's program of the period between International Conventions.

The Organization is financed solely from the dues and taxes collected from the members of the Organization, according to the regulations and provisions of the Brotherhood's Constitution. It does not engage in any extra-curricular activities to raise its funds.

Program

The Brotherhood of Sleeping Car Porters follows a strictly trade union program. It bargains for wages and working conditions. It handles grievances and claims of its members with the various carriers of the nation. It makes available to its membership all the rights and privileges that they enjoy under the Railway Labor Act, the Railroad Retirement Act, the various Workmen's Compensation Acts, and all the laws that offer any means of protection to railroad men. It maintains an efficient staff for handling grievances, and a legal staff to handle legal questions involving the members of this Organization.

— Administration —

This Organization functions through its local divisions. For administration purposes, the Organization is divided into five zones where zone officers maintain a staff of competent workers to supervise the officers of the local divisions to carry out the functions of this union. In each division there are a series of committees, the most important of which is the Committee on Organization and Education.

Members of the Committees on Organization and Education run in numbers of five or six in small districts, and two hundred to two hundred and fifty in large districts such as New York and Chicago. These committees are composed of lay members, the porters, attendants and bus boys. They meet from time to time to carry on the organization and education functions of the movement. They are continually keeping before the membership their responsibility to the Organization in attending

meetings and paying ~~their~~ dues. The most important part of the function of these Committees is its program to develop the highest type of efficiency on the job, and incidentally the highest type of organization to protect the job.

— COMMITTEES ON GRIEVANCES AND CLAIMS —

The committees who handle the grievances and claims in the various divisions are selected from the lay membership of the Organization. This machinery is developed to the highest point of efficiency on a local, zone and national scale. When members of the Organization are called in on complaints, the members of the Grievance Committee assist the members in preparing their statements on the complaint. If the complaint reaches the point where the employee is given a hearing under the rules of the contract, the Committee represents him in the hearing.

Claims for short payment or for violation of the contract are also handled by these Grievance Committees under the direction of the International Officer in charge of the zone. The handling of grievances and claims is strictly supervised by the International Organization. As a result of the efficient handling of these matters by ~~this~~ the Organization, the attitude of many carriers and The Pullman Company in discipling this class of men has been revolutionized. Some carriers only had one penalty exacted of porters, and that was discharge. The ~~efficiency~~ competency of the Brotherhood's machinery has made discharge quite expensive to the carrier when it is not based on sound reasons, and many cases are settled without going beyond the Company.

— NATIONAL RAILROAD ADJUSTMENT BOARD —

The Brotherhood progresses cases which are not settled with the Management to the Third and Fourth Divisions of the National Railroad Adjustment Board. A special officer and staff are provided for that purpose in the Chicago Division headquarters. Thousands of dollars have been collected on many claims for members of this Organization. Many men have been returned to their jobs after having been unjustly discharged, and back pay for being wrongfully

discharged has been collected up to $7,000 for one individual member. The aggressiveness with which this Organization pursues this matter commands the respect of railroad carriers of the nation, and its members definitely have good job security.

Train Porters

Because train porters fell within the main category of porters from the point of view of kinship of vocation and industry, the Brotherhood made application to the Executive Council of the American Federation of Labor for jurisdiction over ~~train porters~~ this class of employees.

On June 27, 1939, the Executive Council of the American Federation of Labor granted jurisdiction to the Brotherhood over colored train porters in day coaches.

This action of the Brotherhood was in response to numerous appeals of train porters and chair car attendants on a large number of the railroads of the country to the Brotherhood for help.

When the Brotherhood entered the field to organize train porters, this class of workers was the victim of low wages and bad working conditions, without any recognized standards or system of work or any rights a white railroad ~~or~~ official or worker ~~were~~ was bound to respect.

At an expense, up to date of twenty-five thousand ($25,000) dollars or more, notable victories in the form of permanent injunctions in Federal District Courts and Circuit Courts of Appeal in Kansas City, Mo., Minnesota and Chicago, Illinois, have been won by the Brotherhood for train porters.

These injunctions restrained the Missouri-Kansas-Texas and the Atchison, Topeka and Santa Fe Railroads, the National Railroad Adjustment Board, and the Brotherhood of Railroad Trainmen from proceeding with ~~laws and~~ action to displace train porters from the head-end of the trains.

The Brotherhood ~~of~~ Sleeping Car Porters holds contracts on the following

railroads:-

Alton Railway Company--Train Porters

Alton Railway Company--Parlor Car Porters

Atlantic Coast Line--Chair Car Porters, Attendants and Maids

Baltimore and Ohio Railroad Company--Train Porters

Canadian Pacific Railway Company--Sleeping Car, Parlor Car and Buffet Car Porter

Central of Georgia Railroad Company--Train Porters

Chesapeake & Ohio Railroad Company--Train Porters

Chicago, Burlington & Quincy Railroad Company--Chair Car Porters

Chicago & Eastern Illinois Railroad Company--Train Porters

Chicago, Milwaukee, St. Paul & Pacific Railroad Company--Sleeping Car Porters, Parlor Car Porters and Coach Porters

Chicago & Northwestern Railway Company--Parlor Car, Buffet Car and Coach Porters

Cotton Belt Railroad Company--Train Porters

Delaware, Lackawanna & Western Railroad Company--Train Porters

Denver & Rio Grande Railroad Company--Train Porters, Parlor Car Porters and Train Attendants

Erie Railroad Company--Train Porters

Fort Worth & Denver City Railroad Company--Train Porters

Gulf, Mobile & Ohio Railroad Company--Sleeping Car Porters and Attendants

Illinois Central System--Train Porters

International Great Northern Railroad Company--Train Porters

Kansas City Southern Railroad Company--Train Porters

Lehigh Valley Railroad Company--Chair Car Porters

Missouri-Kansas & Texas Railroad Company--Train Porters

Missouri-Pacific Railroad Company-Train Porters

New York, New Haven & Hartford Railroad Company--Parlor Car and Chair Car Porters

Northern Alberta Railways--Sleeping Car Porters

Santa Fe Railroad Company--Train Porters and Chair Car Attendants

Santa Fe & Gulf Coast Railroad Company--Train Porters

Seaboard Air-Line--Train Porters and Chair Car Attendants

Soo Line-Sleeping Car Porters

Southern Pacific Railroad Company--Chair Car Porters and Maids

Texas and New Orleans Railroad Company--Train Porters

Texas and Pacific Railroad Company--Train Porters

Union Pacific Railroad Company--Chair Car Attendants

Wabash Railroad Company--Train Porters

Western Pacific Railroad Company--Chair Car Porters

~~The~~ train porters, because of their organization into the Brotherhood, are keeping pace with other railroad workers of the nation in developing higher standards. The pay of some of these groups when the Brotherhood took them over some ten or more years ago, was as low as $75.00 per month for 240 hours. Effective as of September 1, 1949, the lowest paid group of train porters or chair car attendants of the nation was approximately $230.00 per month for 205 hours. Because of the protection this Organization provides, these men can feel more ~~free~~ SECURE in working on their jobs.

The train porters of the nation have serious problems. The powerful Brotherhood of Railway Trainmen with its large treasury has been fighting the head-end train porters for many years. They have obtained awards from the First Division of the National Railroad Adjustment Board, which if allowed to be carried out to their conclusions, would have deprived many train porters of the right to work on the head-end of trains. Because of the moral and financial strength of the Brotherhood of Sleeping Car Porters, the interests of these men have been amply protected. Relief has been obtained from the Courts preventing the elimination of these men from their jobs.

#37

Colored Locomotive Firemen

When railway employment was made more attractive and desirable as a result of the issuance of General Order No. 27 by Williams Gibbs McAdoo, Director General of the United States Railroad Administration during World War I, by wage increases, shorter hours of work and improved working conditions, efforts were stepped up and organized by the Brotherhood of Locomotive Firemen to run colored locomotive firemen off their jobs.

In the lower Mississippi Valley, it is a matter of common knowledge and record that white firemen, desperate to displace colored locomotive firemen, shot them out of the engine cabs. But colored firemen being as desperate to hold their jobs, braved the bullets of the Dixie Ku Klux white firemen and remained on the jobs.

However, the Brotherhood of Locomotive Enginemen and Firemen continued their fight to drive Negro firemen off the railroads, and on February 18, 1941, the white union negotiated an agreement with the Southeastern Carriers Conference Committee, which ~~gradually~~ sought GRADUALLY to eliminate colored firemen from the engine cabs and nullify the value of their seniority rights.

It became a common practice for Negro firemen of thirty and forty years of service, to be rolled by some rookie white firemen who had hardly cut their first teeth as firemen.

And, of course, the idea of colored firemen operating on diesel engines where one is required only to have good eyes and be able to push buttons and pull levers, was just out of the question. It amounted to a Negro getting out of his proverbial "place", whatever that is.

In fact, now that the process of technology has eliminated the back-breaking, coal-shoveling muscle phase of the work of being a fireman, and the pay is good, this has become a SO-CALLED "white man's job".

But, the Brotherhood of Locomotive Firemen did not reckon with the

with the Brotherhood of Sleeping Car Porters.

On March 28-29, 1941, the Brotherhood of Sleeping Car Porters called a Colored Locomotive Firemen's Conference in Washington, D.C. and set up the Provisional Committee to Organize Colored Locomotive Firemen. Court action was initiated and an educational and organizational campaign was started to protect the rights and interests of colored firemen.

In November, 1949, as a result of victory in the Leroy Graham Case before the United State Supreme Court, sponsored by the Provisional Committee for the Organization of Colored Locomotive Firemen, a blow to the Southeastern Carriers'Conference Agreement was made and colored locomotive firemen are now working on diesel engines, and the fight is now on to secure money damages for aggrieved colored firemen.

Of course, the fight to safeguard colored locomotive firemen's jobs is not over by any means, but the struggle to establish the legal right of colored locomotive firemen to their jobs, is well on its way.

But, even after the jobs of colored locomotive firemen now at work are made legally secure, that does not make it possible for colored workers to get jobs as railroad firemen. Eventual elimination of colored firemen is still certain unless a federal Fair Employment Practice law is enacted, since when a Negro fireman is fired, retired or dies, no Negro is now hired in his place.

— The Brotherhood and the National Railroad Adjustment Board —

While the Brotherhood fulfilled all of the conditions required under the Railway Labor Act to participate in the selection of members of the National Railroad-Adjustment Board, the supreme court in the railroad industry for the adjustment of grievances and claims arising between the carriers and the employees, it was not until 1949, that the Brotherhood was recognized by the appropriate government and cooperating railway labor organizations as a bonafide participant in the selection of members of this board.

This victory came only after a long and protracted battle, beginning with the Association of Railway Labor Executives, composed of the standard railway unions, which hedged, evaded and dodged the issue to avoid taking a definite position on the question, even going to the extent of providing legal counsel to fight the petition of the Brotherhood, before a hearing set up by the United States Department of Labor through the intercession and authority of Secretary of Labor Maurice J. Tobin.

The hearing was held in the United States Department of Labor, Washington, D. C., May 13, 1948 with Henry Epstein, A. Philip Randolph and M. Hastie representing the Brotherhood and C. M. Mulholland, attorney for the Association of Railway Labor Executive and W. A. Endle, representing the Brotherhood of Railroad Trainmen.

At the hearing, argument was made by the representatives of the White Railway Unions to show that the Brotherhood of Sleeping Car Porters should not participate with other railway unions in the selection of said members of the National Railroad Adjustment Board.

All opposition was finally overcome and the Brotherhood of Sleeping Car Porters is now one of the railway labor organizations with twenty-two others which have the right to participate in the selection of members of the National Railroad Adjustment Board, and pays the same amount of money as other participating organizations to maintain the labor personnel of the

Third Division of the Board and looks forward to the day when it will select a member to sit on the Board.

— Fair Employment Practice Committee —

The Brotherhood of Sleeping Car Porters DEVELOPED the idea of fair employment practice, and initiated the fight for it in the March On Washington Movement, the result of which was the issuance of Executive Order 8802, by President Franklin D. Roosevelt, June 25, 1941. Under this order the President's Committee on Fair Employment Practice was established with M. P. Webster, First International Vice-President, serving on the Committee as a member from its beginning until its end.

It is a matter of common knowledge that millions of dollars in wages went into the pockets of Negro workers as a result of this Order, and Negroes secured jobs from which they had hitherto been barred, on account of race and color.

Many national movements among the Negroes, such as the National Association for the Advancement of Colored People, the National Urban League and YMCA, with many militant Negro individuals, cooperated in making the fight for FEPC a success.

— National Council for a Permanent FEPC —

Following the end of the government's FEPC, the Brotherhood formed and sponsored the National Council for a Permanent FEPC, supplying part of the money to develop and maintain it.

The fact that the National Council for a Permanent FEPC has raised a federal Fair Employment Practice ~~Commission~~ IDEA to the level of a major national political issue, has given impetus to the fight for FEPC and made FEPC possible in various cities and states.

The Brotherhood continues to support the National Council for a Permanent FEPC, which represents a cross-section of Negro, white, A.F. of L., CIO, Jewish, Catholic, Protestant and liberal movements, committed to fight for this legislation.

Car Cleaners and Non-Clerical Storeroom Employees

In the broad, progressive, forward push of the Brotherhood, setbacks have been encountered, but largely because of racial discrimination.

While the Brotherhood failed to win the elections for the representation of the car cleaners and non-clerical storeroom employees, it was due, in both instances, to arbitrary changes in the base of the bargaining units, thereby increasing the employees involved with classes and crafts that had no direct relation to the car cleaners or non-clerical storeroom employees, and groups the Brotherhood did not have the time or financial resources to organize.

The National Mediation Board was obviously biased againstthe Brotherhood in favor of the Brotherhood of Railway Carmen and the Brotherhood of Railway and Steamship Clerks, the organizations involved, the former of which has a color clause in its constitution and the latter only recently eliminated it at one of its conventions.

Brotherhood Helps Red Caps

When the Brotherhood was blocked in its efforts to secure jurisdiction over the Red Caps in the A.F. of L. by the Brotherhood of Railway and Steamship Clerks, A. Philip Randolph, International President, called a conference of red caps in Chicago, Illinois, January, 1938, for the purpose of setting up a national trade union of Red Caps.

As a result of the conference, the International Brotherhood of Red Caps was organized, which since 1940 became known as the United Service Transport Employees of America, CIO.

The two largest locals of the Red Caps, which became the base of the International Union, were organized and maintained in the offices of the Brotherhood in New York City and Chicago.

Brotherhood Aids Dining Car Employees

In addition to supporting the call and serving as chairman of the conference

to form a national body of dining car employees which took shape as the Joint Council of Dining Car Employees, an affiliate or department of the International Hotel and Restaurant Employees and International Bartenders' League, the Brotherhood, through its International President, had the dining car employees, along with sleeping car porters, placed with all of the various crafts and classes of railway employees in the amended Railway Labor Act of 1934, which made it possible for the dining car employees to present their cases involving grievances and claims to the National Railroad Adjustment Board, through its own Joint Council of Dining Car Employees, which would not be possible if the dining car employees as a craft had not been written into the Act.

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Brotherhood Fights Discrimination

While the Brotherhood was well on the road to building a stable and effective trade union, delegates to the A.F. of L. for the Organization, became the stormy PETROL center in convention after convention fighting for resoltuions designed to abolish segregation and discrimination in the labor movement.

Though no union affiliated with the A.F. of L. has been a more severe and consistent critic of the Federation than the Brotherhood, it refused to join the group of unions that left the A.F. of L. and

formed the CIO in 1935. In 1936, the Brotherhood introduced a resolution calling for the reinstatement of the CIO, just as it had opposed the expulsion of the unions that subsequently formed the CIO.

The Brotherhood waged relentless warfare against the color clause in various national and international unions and the auxiliary unions which relegate Negro workers to a second-class union status.

Tides of Triumph

Like the ancients who always besought the intervention of their national gods to save them from disasters, win victories in battles and vouchsafe for them good fortune, the intervention of deus ex machina at grave crises in the long, hard, bitter struggle to build the Brotherhood and win the fight for recognition and a decent life, must have given the leaders and handful of pioneer porters the indomitable will never to say die.

Surely some unpredictable, undefinable force or supernatural entity which gave the humble porters the skill and courge of David who faced the great Goliath, excercised a benignant influence in the struggles of this class of workers for status and justice.

Shakespeare speaks of this power in the following lines:

"There is a tide in the affairs of men,
Which, taken at the flood, leads on to fortune;
Omitted, all the voyage of their life
Is bound in shallows and in miseries.
On such a full sea are we now afloat
And we must take the current when it serves,
Or lose our ventures.

Yesterday and Today

But all life is change. Heraclitus, the Grecian philosopher, held that change was the only reality. There is change by evolution. There is change by revolution. However, all change is not progressive. There may be retrogressive change. There may be devolution. There may be counter-revolution. The direction of change in the realm of human society is guided by social agents. Man is a social agent. Thus, the quality and character of men that make and direct social change are of paramount significance.

Without a vision, the people perish, and without wisdom, courage and honesty, doom, disaster and destruction will meet our every movement.

This has ever been so, and ever will be.

Thus, success, progress, advancement and victory are not wholly material. They are basically moral. They are spiritual. This is why the porters movement, the Brotherhood, poor and weak, prevailed. Its cause was right. It was just. It was fair.

Now, the Brotherhood has victory. It has power. But, it also has a responsibility and duty not to misuse or abuse the power it possesses. If it should abuse its power, it will fall or die.

If there is a new porter ~~and union~~ as well as the Brotherhood, there is also a new Pullman Company and other railway carriers. There is a new dispensation. As a fact

Only by sound, rational, constructive labor-management cooperation by the Pullman Company, Canadian Pacific and other carriers and the porters and the Brotherhood can the best service to the public be insured and industrial peace and prosperity for all be obtained.

~~Hope of~~ Tomorrow -

The hope of freedom, democracy, brotherhood and peace with justice, ~~with~~ will come through the moral imperatives in the spheres of economic, political, social and ethnic relations, as promised by Stormers of Assisi, ~~[illegible]~~ as follows:

of Assisi

wife tells me, kept constantly by him these words of St. Francis; and they are the secret of how to change the world:

Lord, make me the instrument of Your peace.
Where there is hatred may I bring love;
Where there is malice may I bring pardon;
Where there is discord may I bring harmony;
Where there is error may I bring truth;
Where there is doubt may I bring faith;
Where there is despair may I bring hope;
Where there is darkness may I bring Your light;
Where there is sadness may I bring joy.
Oh, Master, may I seek not so much to be comforted as to comfort,
To be understood as to understand,
To be loved as to love,
For it is in giving that we receive,
It is in losing our lives that we shall find them,
It is in forgiving that we shall be forgiven,
It is in dying that we shall rise up to eternal life.

Convention

[1950]

Credential A

DELEGATE'S CREDENTIALS FOR THE CONFERENCE OF THE PROVISIONAL COMMITTEE TO ORGANIZE COLORED LOCOMOTIVE FIREMEN OF THE BROTHERHOOD OF SLEEPING CAR PORTERS TO BE HELD Friday-Saturday, May 12-13, 1950 at the Twelfth Street, YMCA, Washington, D.C.

This is to certify that _____ is a delegate to the Conference of the Provisional Committee to Organize Colored Locomotive Firemen of the Brotherhood of Sleeping Car Porters. Please return this copy to B.F. McLaurin, 217 West 125th Street, New York, New York by May 6, 1950.

Please Reserve Dinner for Saturday, May 13th ☐

Please Reserve Hotel Room ☐

Credential B

This is to certify that _____ is a delegate to the Conference of the Provisional Committee to Organize Colored Locomotive Firemen of the Brotherhood of Sleeping Car Porters. Please keep this copy for presentation to B. F. McLaurin International Field Organizer at the Conference.

[1450]

Note: To be added to the History of the Detroit Division

Brotherhood men were publicly discharged for selling tickets for admission to an affair held at the New Hope Baptist Church in Detroit, promoted in the interest of the Union.

[1950]

AMERICAN FEDERATION of LABOR
Robert L. Soule, Organizer
627 North Street
New Orleans, Louisiana

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Councils

Allied Printing Trade Council
Charles Gaspard, Secty.
2512 Hamilton Street
New Orleans, Louisiana

Bldg. & Const. Trades Council
528 Bienville Street
New Orleans, Louisiana

Central Trades & Labor Council
Robert Soule, Sec-Treas.
627 North Street
New Orleans, Louisiana

Metal Trades Council
C. E. Alexander, Sec'y
627 North Street
New Orleans, Louisiana

****

Affiliated Organizations

American Guild of Variety Artists
Earl Warner, Representative
318 Godchaux Building
New Orleans, Louisiana

Asbestos Workers, #53
A. L. Hullinghorst
619 Godchaux Bldg.
New Orleans, Louisiana

American Fed. of Radio Artists
800 Maritime Building
New Orleans, Louisiana

Bakery Workers, #35
A. H. Buckley, Pres.
528 Bienville Street
New Orleans, Louisiana

Barbers, #496
Louis Acker, Sec.
332 Vallette Street
New Orleans, Louisiana

Bartonders, Cafeteria Emp., #65
Charles Johnson, Pres.
318 Godchaux Bldg.
New Orleans, La.

Boilermakers, #37
C. E. Alexander
627 North Street
New Orleans, La.

Bookbinders, #79
Frank E. Minyard
2530 Myrtle Street
New Orleans, La.

Blacksmiths, #175
Emanuel Jolly, Sr., Pres.
2808 Tulane Ave.
Nrw Orleans, Louisiana

Bricklayers, #1
A. J. Perrault, Pres.
434 So. Rampart St.
New Orleans, La.

Building & Const. Laborers #689
201 Bienville St.
New Orleans, La.

Building Service Employees, #275
201 Bienville St.
New Orleans, La.

Carpenters & Joiners, #1846
Adolph Trascher, Sec.
828 Baronne St.
New Orleans, La.

Carpenters #1312
Geo. J. Richol, Sec.
1128 Felicity St.
New Orleans, La.

Carpenters #2037
E. Delpit, Sec.
315 So. Rampart St.
New Orleans, La.

Carpenters & Joiners, #2800
836 Carondelet St.
New Orleans, La.

Cement Finishers #567
Jos. Henry, Sec-Treas.
3406 Thalia St.
New Orleans, La.

Classroom Teachers, #353
2322 N. Villere St.
New Orleans, La.

Classroom Teachers, #527
813 No. Derbigny St.
New Orleans, La.

Classroom Teachers, #1023
Geo. Snowden, Delegate
c/o Dillard University
Gentilly Rd., N. O., La.

Clerks & Checkers, I. L. A., #1497
E. St. Amant, Delegate
627 North St.
New Orleans, La.

Dray Clerks, #1655
E. R. Dennis, Sec.
416 No. Villere St., N. O.

Electrical Workers, #130
H. L. Lloyd, Sec.
528 Bienville St.
New Orleans, La.

Electrical Workers, #1139
F. J. Fabro, Pres.
P. O. Box 4034
New Orleans, La.

Elevator Constructors, #16
A. A. Huer
4316 Palmyra St.
New Orleans, La.

Dixie Victory Lodge, SUofNA, #296
Jos. Hormann, Sr., Treas.
5212 Magazine, St.
New Orleans, La.

Fire Gighters, #632
A. T. Kessler, Sec.
3301 Baudin St.
New Orleans, La.

Florida Parish Milk Pro., #236
P. O. Box 724
Amite, La.

Freight Handlers, I.L.A. #854
503½ So. Rampart St., N. O. La.

Glass Workers, #936
Philip Piro, Bus Agent
118½ So. Salcedo St.
New Orleans, La.

Hod Carriers, #153
Harold Bruno
2422 St. Anthony St.
New Orleans, La.

Hoisting & Port. Engineers, #406
Frank Adam, Sec.
411 So. Rampart St.
New Orleans, La.

Insurance Agents, #24461
T. V. Sciacca, Sec.
633 No. Carrollton Ave.
New Orleans, La.

Lathers, #62
C. R. Nicholas, Bus Agent
1318 Canal St.
New Orleans, La.

Lincoln Lodge, #220
Brotherhood of Railroad Carmen
4102 Eagle St.
New Orleans, La.

Longshoremen, #1419
Dave Dennis, Pres
518 So. Rampart St.
New Orleans, La.

Longshoremen, #1418
A. F. Chittendon, Pres.
113 No Front St.
New Orleans, La.

Longshoremen, #1683
Thos. L. Hayden
518 So. Rampart St.
New Orleans, La.

Letters Carriers, #2730
Jos. Deandlin, Sec.
Gretna, La.

Letter Carriers, #3861
Earl Barnes Sec.
Westwego, La.

Longshoremen #864
Lloyd Thomas, Sec.
68 Morton St.
New Orleans, La.

Letter Carriers, #33
Fred Krennerich, Sec.
1688 Florida Ave.
New Orleans, La.

Federal Labor Union, #22454
C. P. Babin
4421 Iberville St.
New Orleans, La.

Maintenance of Way Emp., #1100
Julius Perkins, Pres.
#8 Helen Ave.
New Orleans, La.

Maintenance of Way Emp. #2397
#8 Helen Ave.
New Orleans, La.

Machinists, #37
627 North St.
New Orleans, La.

Masters, Mates & Pilots of Am.
Capt. C. H. Hanson, Sec.
419 Gravier St.
New Orleans, La.

Meat Cutters & Butchers, #276
Geo. Delger, Sec.
1117 Huey P. Long Ave.
New Orleans, La.

Molders, #367
Sam Timbrello
2509 Frenchmen
New Orleans, La.

Moving Picture Mach. Opr. #293-A
A. E. Lear, Delegate
2027 Louisiana Ave.
New Orleans, La.

Moving Picture Mach. Opr. #293
A. T. Weiss, Sec.
129 So. Rampart St.
New Orleans, La.

Musicians', #174
Ralph Chabao, Sec.
1416 Bourbon St.
New Orleans, La.

Mailor's Local #118
Albert E. Krauss, Sec.
1721 Arts St.
New Orleans, La.

Office Employees, #60
528 Bienville St.
New Orleans, La.

Operating Engineers, #226
Robert Faget, Pres.
627 North St.
New Orleans, La.

Painters & Decorators, #1244
Fred Kreger, Sec.
426 Chartres St.
New Orleans, La.

Pelican Lodge, #6304
Brotherhood of Railway Clerks
2816 Amelia St.
New Orleans, La.

Photo Engravers, #42
E. L. LaBauve, Pres.
3138 St. Ann St.
New Orleans, La.

Plumbers & Steamfitters, #60
Robert L. Soule, Sec.
627 North St.
New Orleans, La.

Post Office Clerks, #83
P. O. Box 602
New Orleans, La.

Printing Pressmen, #26
Louis Sahuque, Pres.
1921 Frenchmen St.
New Orleans, La.

Post Office Clerks, #3650
c/o Post Office
Westwego, La.

Plasterers, #93
Lionel Dupart
1614 Orleans St.
New Orleans, La.

Piledrivers, #2436
Henry J. Karl
426 Chartres St.
New Orleans, La.

Railway Clerks, Old Reliable Rwy.
#53, L. L. Roberts, Sec.
2649 Verbena St.
New Orleans, La.

Railway Clerks, Sunset Ledge, #55
Albert Gerrets, Pres.
3330 Franklin Ave.
New Orleans, La.

Railway Clerks, Independence 215
E. P. O'Connor, Sec.
2674 Acacia St.
New Orleans, La.

Railway Clerks, Magnolia Ledge
#3048 G. P. Bauer Sec.
1653 Gentilly Road
New Orleans, La.

Railway Clerks, #6174
Wallace Holland, Sec.
2239 Josephine St.
New Orleans, La.

Railway Clerks, #6167
J. P. Kelly, Sec.
1922 Gravier St.
New Orleans, La.

Railway Clerks, #6113
Frank Johnson
1919 Sixth St.
New Orleans, La.

Railroad Local #442
Jos. T. Shea, Sec.
3826 Banks St.
New Orleans, La.

Railway Carmen, #461
L. B. Daray, Sec.
4021 Piedmont Dr.
New Orleans, La.

Railway Carmen #136
A. A. Roupvich, Sec.
433 Slidell Ave.
New Orleans, La.

Railwoad Carmen of Am. #154
E. P. Hayden, Sec.
1911 Burgundy St.
New Orleans, La.

Railway Clerks, #59
S. P. Trainchard, Sec.
709 State St.
New Orleans, La.

Railway Clerks #54
L. A. Bananno, Sec.
2326 Constance St.
New Orleans, La.

Railway Carmen #31
A. W. Lestelle, St.
5131 Spain St.
New Orleans, La.

Roofers, #141
J. Zuberbier, Sec.
528 Bienville St.
New Orleans, La.

Roofing Mfg. Emp. #667
Eddie Esteve, Sec.
5217 Annunciation St.
New Orleans, La.

Seafarers Int'l. Union of N.A.
Atlantic & Gulf Coast District
Earl Sheppard, Representative
523 Bienville St., N. O. La.

Sheet Metal Workers, #11
Wald Johnson, Sec.
528 Bienville St.
New Orleans, La.

Ship Carpenters, #584
C. Luttrell, Pres.
424 Chartres St.
New Orleans, La.

Sign Painters, #791
P. Piro, Bus, Agent
118½ So. Salcedo St.
New Orleans, La.

State Employees, #39
James Dempsey, Pres.
617 S. Hennessey St.
New Orleans, La.

State, County & Mun. Emp. #27
Lawrence Brisbois, Pres.
127 Elks Place
New Orleans, La.

State, County & Mun. Emp. #534
J. C. Swan, Sec.
8007 Oliver St.
New Orleans, La.

State, County & Mun. Emp. #282
H. J. Poillion, Sec.
127 Elks Place
New Orleans, La.

Stereotypers, #57
C. Cyrus, Sec.
2743 St. Philip St.
New Orleans, La.

Structural & Ornamental Iron
Workers, #619, Nick Tedesco
3519 No. Tonti St.
New Orleans, La.

Street Electric Rwy. & Motor Coach
Emp. of Am., #1400, A. J. Foucha,
Sec.324 Belleville St. New Orleans

Street, Electric Rwy. & Motor Coach
Employees of America, #1174
Amalgamated Association
5739 West End Blvd., N. O. La.

Sleeping Car Porters Union
Walter Allen, Sec.
3941 Erato St.
New Orleans, La.

St. Elec. Ry. Emp., #194
W. J. Armand, Sec.
528 Bienville St.
New Orleans, La.

Teamsters & Chauffeurs, #63
John A. Bassemier, Sr., Sec.
805 Antione St.
New Orleans, La.

Teamsters & Chauffeurs, #270
Manny Moore, Pres.
201 Bienville St.
New Orleans, La.

Teamsters, #479
Jos. B. Thompson,Sec
2622 So. Derbigny St.
New Orleans, La.

Teamsters, #965
315 So. Rampart St.
New Orleans, La.

Typograpical, #17
208 Pan American Building
New Orleans, La.

Warehousemen, #1616
N. Jones, Sr., Sec.
518 So. Rampart St.
New Orleans, La.

1960

Question 1: What is the Brotherhood of Sleeping Car Porters?

Answer: It is a trade union, affiliated with the American Federation of Labor as an international union.

Question 2: When was it organized?

Answer: August 25, 1925.

Question 3: Where was it organized?

Answer: Elk's Hall, 129th Street near Seventh Avenue, New York, N. Y.

Question 4: By whom was it organized?

Answer: By six Pullman porters.

Question 5: What were some of the obstacles to organization?

Answer: Employee Plan of Representation or Company Union owned and controlled by the Pullman Company.

Discharge of union porters numbering in the hundreds.

Company men, opprobriously known among porters as "stool pigeons".

Opposition of Negro Press. Negro papers opposed the Brotherhood and its leaders both for reasons of gain and ignorance.

Opposition of Negro Church. Many of the Negro preachers opposed the Brotherhood and its leaders both because of gain and ignorance.

Lack of job opportunities for Negroes because of race and color.

Question 6: What are some of the high-lights of the struggle of the porters to organize the Brotherhood?

Answer: Brotherhood submits case on Representation to Mediation Board, October 19, 1925.

Strike vote decided by Brotherhood March, 1928.

Strike set for June 8, 1928 and postponed on same date. Strike maneuver gave Brotherhood first nation-wide publicity.

Brotherhood sought injunction in Federal District Courts of Chicago Illinois to disestablish Employee Representation Plan, October 14, 1930 but petition was denied.

Brotherhood receives Federal Union charter from American Federation of Labor, 1929

Brotherhood received International Charter from the American Federation of Labor, 1935.

Brotherhood delegates, Randolph and Webster, waged war in A. F. of L. Conventions against racial discrimination from the beginning of affiliation to present time.

Brotherhood was officially certified by the National Mediation Board to be the representative of the Pullman porters and maids, July 1, 1935 following the first nation-wide election held May 27, 1935 through June 27, 1935.

Brotherhood signed first Agreement with the Pullman Company, August 25, 1937 in Chicago, Illinois.

Brotherhood won first grievance case before National Railroad Adjustment Board for Brother John Beasley, 1935.

Brotherhood kills "spotters' evil" against porters before National Railroad Adjustment Board.

Brotherhood wins thousands of dollars in claims for porters before National Railroad Adjustment Board and in direct negotiation with Pullman and railway carriers.

Brotherhood secured jurisdiction over train porters from A. F. of L. in 1939 and has organized this class of railroad employees on 95 per cent of the railroads of the country when they are employed. Train porters jobs on head-end of trains have been saved by Brotherhood's securing injunctions in the Federal Courts against the Brotherhood of Railroad Trainmen, the Atchison, Topeka and Santa Fe, The National Railroad Adjustment Board and the Missouri-Kansas-Texas Railroad.

Brotherhood has raised the wages of Pullman porters from a minimum of $67.50 a month which obtained when the Union was born to a minimum of $253.90 a month.

Brotherhood has reduced the hours of work from 11,000 miles or 300 to 400 hours a month in 1925 to 205 hours basic month.

Under the Grievance rules in the Brotherhood's Agreement with the Pullman Company and other railroads, no porter can be discharged without first being given a hearing with the right of representation and if held off the job during investigation, upon exoneration will receive compensation for time lost.

The Ladies Auxiliary was evolved out of the Colored Woman's Economic Council. The former was set up in Chicago in 1938. The latter was started in 1925. The Ladies Auxiliary is co-extensive with the Brotherhood in scope and structure. The Auxiliary is committed to the education of the porters' women relatives in the history of the struggles of the porters to organize the Brotherhood, its program and philosophy and the trade union movement.

Canada

The Brotherhood organized the porters on the Canadian Pacific and signed an agreement for increased wages and a 240 hour work-month, 1943.

A Ladies Auxiliary has been set up in Canada on the same basis as exists in the U.S.A.

Colored Locomotive Firemen

The Brotherhood formed the Provisional Committee for the Organization of Colored Locomotive Firemen at a Colored Locomotive Fireman's Conference called in Washington, D. C., March 28-29, 1941.

In November, 1949, Leroy Graham's Case was won before the U. S. Supreme Court which enabled colored locomotive firemen to exercise their seniority rights on diesel engines from which they had been barred. While the fight for colored locomotive firemen is not over by any means, we are on our way.

Red Caps

The Brotherhood of Sleeping Car Porters called the Red Caps into a national conference in Chicago, Illinois, January, 1938 and set-up the International Brotherhood of Red Caps, which is now the United Transport Service Employees of America.

Dining Car Employees

The Brotherhood cooperated in developing and staging a national conference of dining car employees in Omaha, Nebraska, October, 1937, which organized the Joint Council of Dining Car Employees now a part of the International Hotel and Restaurant Employees and International Bartenders' League.

Porters and Dining Car Workers in Railway Labor Act.

As a result of the fight of the Brotherhood of Sleeping Car Porters in the Congress, sleeping car porters and dining car employees were written into the Railway Labor Act of 1934 along with all of the other crafts and classes of employees in the railway industry.

FEPC

Leaders of the Brotherhood of Sleeping Car Porters organized the March on Washington Movement which was responsible for the late President Franklin D. Roosevelt issuing Executive Order 8802, under

which the President's Committee on Fair Employment Practice was established.

The Brotherhood also set up the National Council for a Permanent FEPC in its international headquarters in New York City and supplied and secured most of the money to operate it.

Army Jim-Crow

In the International headquarters of the Brotherhood of Sleeping Car Porters, the Committee Against Jim-Crow in Military Service and Training was organized with A. Philip Randolph and Grant Reynolds, Co-Chairmen and B. F. Malzurin, Treasurer. This fight against Jim-Crow in the armed services was largely responsible, with the Civil Disobedience Committee, headed by Brotherhood leaders, for the President issuing Executive Order and creating the Committee to police the Order.

The Brotherhood holds contracts with some 30 or more railway carriers in addition to the Pullman Company.

Leaders

Its leaders are:
A. Philip Randolph, International President
Ashley L. Totten, International Secretary-Treasurer
H. P. Webster, First International Vice-President
Hannie Smith, Second International Vice-President
E. J. Bradley, Third International Vice-President
C. L. Dellums, Fourth International Vice-President
B. F. Malzurin, International Field Organizer
T. D. McNeal, International Field Organizer
Ernest Smith, International Field Organizer
A. R. Blanchette, Field Organizer for the Dominion of Canada
C. E. Groome, Field Organizer
Manuel Kile, Jr., Field Organizer
C. W. Bynum, Field Organizer
W. H. Rowe, Field Organizer

Then there are the local officials of some 117 local divisions, covering the United States and Canada.

Officers of the Ladies Auxiliary are:
Helena Wilson, International President
Katherine Lassiter, First International Vice-President
Mae Dailey, Second International Vice-President
Fannie J. Caviness, Third International Vice President
Ardella Nutall, Fourth International Vice-President

The International Executive Board members are:
Nila McBride, Rosa Taylor, Nora Punt, Nila Johnson and Carrie McNatt.

Program
of
Seventh Biennial Convention and Silver Jubilee Celebration

Registration	Sunday, September 10 all day
Parade - Brotherhood of Sleeping Car Porters and Ladies Auxiliary and cooperating unions	Sunday, September 10
Public Labor Education Meeting - at the Golden Gate Ballroom, 142nd Street and Lenox Avenue	Sunday, September 10, 2:30 p.m.
Labor Cultural Hour - Theresa Hotel, Skyline Ballroom	Sunday, September 10, 8 p.m.
Labor Civil Rights and Civil Liberties Films	Sunday, September 10, 8 p.m.
Refreshments	

Monday - September 11 - Opening of Convention
Sessions - First

Registration	9:00 a.m.
Convention called to order by T. T. Patterson, New York Division	
Welcome of International Executive Board at City Hall by Mayor O'Dwyer	12:00 noon
Labor Soiree, Park Palace, 110 Street & 5th Avenue Dinner and Refreshments Entertainment and Music	8:00 p.m.

Tuesday - September 12

Reception, Ladies Auxiliary, YWCA, 137 Street & Seventh Avenue	8:00 p.m.

Wednesday - September 13

Convention Sessions Continued

Thursday - September 14

Convention Sessions Continued "

Convention Ball, Rockland Palace, 155th Street and Eighth Avenue	10:00 p.m.

Friday - September 13

Meeting of International Executive Board
of the Brotherhood of Sleeping Car Porters

Ladies Auxiliary Seventh Biennial Convention and Silver Jubilee Celebration

Monday - September 11 - Opening Session

YWCA, 137 Street and Seventh Avenue 10:00 a.m.

Tuesday - September 12

Reception, YWCA, 137 Street and Seventh Avenue 8:00 p.m.

Wednesday - September 13

Convention Session Continued

Work Shop 8:00 p.m.

Thursday - September 14

Convention Sessions Continued

Please add to Page 6, Ladies Auxiliary Seventh Biennial Convention and Silver Jubilee Celebration Program

Thursday - September 14

Convention Sessions Continued

Reception, 4-6 P.M.
Auspices of Ladies Auxiliary

Hannah Stone Planned Parenthood
271 West 125 Street

Friday - September 15

Reception, 5-8 P.M.
Auspices of Ladies Auxiliary

International Hotel
150 Street and St. Nicholas Avenue

Conclusion

1950

Proverbs Ch 22 V. 1

A good name is rather to be chosen than great riches, and loving favor rather than silver and gold.

There is a tide in the affairs of men
Which taken at the flood leads on to fortune;
Omitted, all the voyage of their life
Is bound in shallows and in miseries.

Com

[19503]

TO: MR. Randolph

FROM: Bill Dufty

No doubt you noticed that the Meeting of Foreign Ministers (Bevin, Schumann, Acheson) is presently scheduled for Sept. 12-13 here in New York. This is obviously something to keep in mind as we continue badgering the Adm'n for a top convention speaker on Asian policy. This schedule can probably work for or against Acheson's being available, depending on things entirely out of our control.

Also, when we come to the question of alternatives to Truman, we ought to consider Averill Harriman, perhaps as No. 3. He will be more and more infocus as he returns from getting MacArthur in line in Tokyo; and will be dealing with Asian policy more and more directly.

Also the fact that the General Assembly of UN convenes the week following the convention. Which means that most of the delegates will be on hand. There might be some outstanding delegate or representative we might want to address the convention. [redacted]

Pullman Porters

Convention

DELIGATES TO THE CONVENTION-SEPTEMBER 10, 1950

(As of September 5, 1950)

Name	Division
Thomas Culpepper	Atlanta, Ga.
L. S. Thomas	Asheville, N. C.
W. J. Thompson	Augusta, Ga.
L. D. Stone (proxy)	Boston, Mass.
Geo. Bingham	Boston, Mass
Vassar Evans	Buffalo, N. Y.
W. Richardson	Birmingham, Ala.
Ben Baker	Charleston-Savannah
M. Moore	Chattanooga, Tenn.
W. F. Martin	Chicago, Ill
Samuel Jefferson	" "
John C. Mills	" "
C. A. Hopewell (proxy)	" "
Foster Mitchell	" "
Louis O. Manson	" "
Manuel Kyle	" "
J. A. Martin	" "
C. E. Samonte	" "
C. H. Scott	" "
S. W. Woodhouse (proxy)	" "
B. L. Wilson	" "
Ernest Smith	" "
Ralph Thornton (proxy	" "
Curtis Blackburn (proxy)	" "
C. B. Barksdale	" "
Wayman C. Blackwell	" "
U. C. Crowder	" "
19 Claude E. Grooms (proxy)	" "
Sylvester Smith (F)	Cincinnati, Ohio
E. E. Mitchell	Cleveland, Ohio
S. Hawkins	Columbus, Ohio
Doak D. Dorsey	Dallas, Texas
H. Doyle	Denver, Colo.
Sidney J. Whitaker	Detroit. Mich.
E. J/ Bradley (proxy)	El Paso, Texas
W. L. Thomas	Ft. Worth, Texas
R. A. Heston	Indianapolis, Ind.
J. C. Gray	Little Rock, Ark.
L. B. Thompson	Los Angeles, Calif.
James M. White	Los Angeles, Calif.
F. C. Rush	Louisville, Ky.
Chas. Cooper	Memphis, Tenn.
L. Simmons	Montreal, Can.
W. H. Sanders	New York, N. Y.
S. Harper	Jacksonville, Fla

Deligates to the Convention 1950 Continued
(As of September 5, 1950)

Name	Division
H. A. Rock	New York, N. Y.
L. F. Gooding	" "
H. E. Jones	" "
W. C. Mills	" "
D. LaRoche	" "
W. H. Bowe	" "
O. W. Bynum	" "
B. F. McLaurin	" "
J. P. Davis	New Orleans, La.
C. M. Lester	New Orleans, La.
C. Laurence Dellums	Oakland, Calif.
Jewel E. Brown	" "
C. J. Payne	Oklahoma City, Okla.
M. H. Henry	Pittsburgh, Pa.
W. J. Thomas	" "
Anthony Smith	Portland, Oreg.
M. D. Stone	Richmond, Va.
E. A. Bryant	Shreveport, La.
George W. Rainey	San Antonio, Texas
Wm. Gregory	Salt Lake City
T. D. McNeal	St. Louis, Mo.
O. W. Page	St. Louis, Mo.
J. A. Means	" "
Matthew Gregory	Tampa, Fla.
Fred T. Winn	Toronto, Can.
A. R. Blanchette	Winnipeg, Can.
A. R. Blanchette	Edmonton, Can., N. A. R.
A. R. Blanchette	" " "
T. Thompson	Montreal, Can. C.P.R.
M. Dash	" " "
S. G. Grizzle	Toronto, Can. C. P. R.
F. D. Fair	Washington, D. C.
A. C. Speight	" "
Frank Boyd	Twin Cities, Mo
C. T. Raullerson	Albany, N. Y.
Taylor Murrell	Omaha, Nebraska
W. P. Barber	Houston, Texas
C. R. Walton	Kansas City, Mo.
A. R. Johnson	Augusta, Ga.
E. D. Nixon	Montgomery, Ala.
T. Boon	Jersey City, N.J.
Bernie Smith (proxy)	Nashville, Tenn.

Train Porters

DELIGATES TO THE CONVENTION-SEPTEMBER 10, 1950

(As of September 5, 1950)

Name	Division
J. F. Smith	Denison, Texas
Edward Melton	El Paso, Texas
Perry Hollins	Ft. Worth-Texas Pacific
A. L. Payne	Huntington & Hinton
F. D. Gregory	Kansas City-Sante Fe
Frank G. Kimmons	Los Angeles-Sante Fe
Jesse L. Johnson	Los Angeles - S.P.
W. E. Smith	Memphis, Tenn.
Ray Johnson	Monroe-Hamlet
Wm. Fields	San Antonio
Jewal E. Brown	Oakland - S. P.
Jewel E. Brown	Oakland - W. P.
Clement J. Smith	Richmond
Wm. Heintz	Texarkana, Texas
E. A. Woods	Tucson, Ariz.
Clyde Lewis	Texas & New Orleans

Train Porters

DELIGATES TO THE CONVENTION-SEPTEMBER 10, 1950

(As of September 12, 1950)

Name	Division
J. F. Smith	Denison, Texas
Edward Melton	El Paso, Texas
Perry Hollins	Ft. Worth, Texas Pacific
A. L. Payne	Huntington & Hinton
F. D. Gregory	Kansas City-Sante Fe
Frank C. Kimmons	Los Angeles-Sante Fe
Jesse L. Johnson	Los Angeles -S.P.
W. E. Smith	Memphis, Tenn. Local #4 1c
Ray Johnson	Monroe-Hamlet
Wm. Fields	San Antonio, Texas I.B.N. Local #9
Jewel E. Brown	Oakland - S. P.
Jewel E. Brown	Oakland - U. P.
Clement H. Smith	Richmond
Wm. Heintz	Texarkana, Texas Local #7
E. A. Woods	~~Tucson, Ariz~~ Santa Fe
Clyde Lewis	Texas & New Orleans
Henry McGriff	Macon-Central of Georgia
Sidney Burnett	Union Pacific-Omaha, Neb.
~~Perry Hollins~~	~~Ft. Worth, Texas~~
T. Mitchell	Baltimore, Md.
L. L. McNeil	Seaboard #6
E. J. Bradley (proxy)	Houston, Texas Local #5

[1950]

SCHEDULE: SILVER JUBILEE CONVENTION BROTHERHOOD OF SLEEPING CAR PORTERS
A. F. of L.

SUNDAY SEPTEMBER 10 MASS MEETING 3:00 P.M.

GOLDEN GATE BALLROOM
142nd Street and Lenox Avenue

3:00 P.M. National Anthem	Prof. Hulbert Finlay and Concert Band
3:05 P.M. Invocation	Rev. John H. Johnson, Rector, St. Martins Episcopal Church
3:10 P.M. Welcome from Chairman	Ashley L. Totten, Int'l Sec.-Treas. BSCP
3:15 P.M. HOLD THE FORT	Sung by the Assembly
3:20 P.M. Greetings	Rev. John La Farge, S.J. Editor, America
	Rabbi Bernard J. Bamberger, President Jewish Synagogue Council
	Bishop B. Bromley Oxnam, Past President Federal Council of Churches of Christ in America
3:35 P.M. Negro National Anthem LIFT EVERY VOICE AND SING	Sung by the Assembly
3:40 P.M. Greetings	Mrs. Halena Wilson, Int'l Pres. Ladies' Auxiliary, BSCP
	Assemblyman Harold Stevens, Counselor Brotherhood of Sleeping Car Porters
3:50 P.M. Song	Miss Bernice Edwards, Soprano
4:00 P.M. Address	Dr. Ralph Bunche, Director of Department of Trusteeship and Information from Non-Self Governing Territories
4:25 P.M.	Concert Band Selection
4:30 P.M. Address	William Green, President, A. F. of L.
5:10 P.M. GO DOWN MOSES	Brotherhood Choral Group
Brotherhood Marching Song	Choral Group and Assembly
5:20 P.M. Address	A. Philip Randolph, Int'l President Brotherhood of Sleeping Car Porters
5:55 P.M. Benediction	Rev. Paul E. West, Lutheran Church of the Transfiguration
6:00 P.M. Adjournment	

Joseph L. Rauh, Jr.
Attorney
Wash. D.C.

SCHEDULE CONTINUED

MAIN CONVENTION ADDRESSES

SKYLINE BALLROO
HOTEL THERESA
125th Street ar

MONDAY SEPTEMBER 11

9:00 A.M. Convention Called to Order, T. T. Patterson, Vice President
New York Division

9:05 A.M. Invocation

9:15 A.M. Appointment of Committees

9:30 A.M. Keynote Address, A. Philip Randolph, First 30 minutes from

11:00 A.M. Recess

12:00 City Hall Reception for Brotherhood Officials

2:30 P.M. Second Session Committee Reports

2:45 P.M. Address "Workers' Education" John D. Connor,
Director of the Bureau of Workers' Education
American Federation of Labor

3:30 P.M. Greetings from President Truman, to be read by
Hon. Maurice J. Tobin, U. S. Secretary of Labor

Address by Mr. Tobin

4:00 P.M. Address by Joseph D. Keenan, Director
Labor's League for Political Education

4:30 P.M. Address by Norman Thomas

TUESDAY SEPTEMBER 12

10:30 A.M. Workers' Education in the Brotherhood
Theodore E. Brown, Director of Research and Education, BSC

11:00 A.M. "Railroad Retirement, Unemployment Insurance Legislation a
road Worker" William J. Kennedy, Chairman Railroad Retire

2:45 P.M. Address by Max Delson, Atto

4:00 P.M. Walter White, President of the NAACP

4:15 P.M. Lester Granger, Director, Urban League

4:30 P.M. Address Frank Crosswaithe, Chairman Negro Labor Committee
International Organizer ILGWU

5:00 P.M. Address Jacob S. Potofsky, General President
Amalgamated Clothing Workers of America